

## Council Employment Profile - September 2024

Data as at 30/09/2024



### Profile by Services

Headcount  
Full-time equivalent (FTE)

Top 5% of earners - Female  
Top 5% of earners - Asian  
Top 5% of earners - Black  
Top 5% of earners - Mixed  
Top 5% of earners - Other  
Top 5% of earners - White  
Top 5% of earners - Not Dec.  
Top 5% of earners - PNTS\*  
Top 5% of earners - Disability

Age 16 to 24  
Age 25 to 34  
Age 35 to 44  
Age 45 to 54  
Age 55 to 64  
Age 65 and over  
Average Age

Disability  
Asian  
Black  
Mixed  
Other  
White  
Prefer Not To Say  
Not declared  
Female  
Male  
Part-time

| Adults, Health & Communities |      | Children's Services |      | Culture, Strategy & Engagement |      | Director of Finance |      | Environment & Resident Experience |      | Placemaking & Housing |      | Haringey September 2024 |      | Haringey March 2024 |      | Targets |
|------------------------------|------|---------------------|------|--------------------------------|------|---------------------|------|-----------------------------------|------|-----------------------|------|-------------------------|------|---------------------|------|---------|
| 538                          |      | 792                 |      | 439                            |      | 107                 |      | 719                               |      | 843                   |      | 3,438                   |      | 3,340               |      |         |
| 511.7                        |      | 702.9               |      | 406.1                          |      | 106.0               |      | 671.8                             |      | 822.6                 |      | 3,221.1                 |      | 3,123.0             |      |         |
| Head count                   | %    | Head count          | %    | Head count                     | %    | Head count          | %    | Head count                        | %    | Head count            | %    | Head count              | %    | Head count          | %    |         |
| 18                           | 72.0 | 17                  | 81.0 | 19                             | 51.4 | 6                   | 46.2 | 5                                 | 31.3 | 23                    | 41.8 | 88                      | 52.7 | 85                  | 50.6 | 50.0    |
| 1                            | 4.0  | 2                   | 9.5  | 3                              | 8.1  | 1                   | 7.7  | 2                                 | 12.5 | 6                     | 10.9 | 15                      | 9.0  | 12                  | 7.1  | 22.0    |
| 5                            | 20.0 | 3                   | 14.3 | 7                              | 18.9 | 5                   | 38.5 | 2                                 | 12.5 | 6                     | 10.9 | 28                      | 16.8 | 29                  | 17.3 |         |
| 2                            | 8.0  | 1                   | 4.8  | 3                              | 8.1  | 1                   | 7.7  | 0                                 | 0.0  | 2                     | 3.6  | 9                       | 5.4  | 8                   | 4.8  |         |
| 1                            | 4.0  | 0                   | 0.0  | 2                              | 5.4  | 0                   | 0.0  | 0                                 | 0.0  | 0                     | 0.0  | 3                       | 1.8  | 3                   | 1.8  |         |
| 14                           | 56.0 | 13                  | 61.9 | 21                             | 56.8 | 6                   | 46.2 | 12                                | 75.0 | 37                    | 67.3 | 103                     | 61.7 | 111                 | 66.1 |         |
| 2                            | 8.0  | 1                   | 4.8  | 1                              | 2.7  | 0                   | 0.0  | 0                                 | 0.0  | 1                     | 1.8  | 5                       | 3.0  | 4                   | 2.4  |         |
| 0                            | 0.0  | 1                   | 4.8  | 0                              | 0.0  | 0                   | 0.0  | 0                                 | 0.0  | 3                     | 5.5  | 4                       | 2.4  | 1                   | 0.6  |         |
| 1                            | 4.0  | 2                   | 9.5  | 2                              | 5.4  | 0                   | 0.0  | 1                                 | 6.3  | 4                     | 7.3  | 10                      | 6.0  | 11                  | 6.5  | 3.7     |
| 3                            | 0.6  | 23                  | 2.9  | 11                             | 2.5  | 7                   | 6.5  | 12                                | 1.7  | 15                    | 1.8  | 71                      | 2.1  | 61                  | 1.8  |         |
| 92                           | 17.1 | 129                 | 16.3 | 81                             | 18.5 | 20                  | 18.7 | 91                                | 12.7 | 105                   | 12.5 | 518                     | 15.1 | 486                 | 14.6 |         |
| 117                          | 21.7 | 181                 | 22.9 | 94                             | 21.4 | 17                  | 15.9 | 122                               | 17.0 | 198                   | 23.5 | 729                     | 21.2 | 711                 | 21.3 |         |
| 127                          | 23.6 | 213                 | 26.9 | 117                            | 26.7 | 29                  | 27.1 | 203                               | 28.2 | 215                   | 25.5 | 904                     | 26.3 | 892                 | 26.7 |         |
| 167                          | 31.0 | 216                 | 27.3 | 117                            | 26.7 | 30                  | 28.0 | 243                               | 33.8 | 262                   | 31.1 | 1,035                   | 30.1 | 1,017               | 30.4 |         |
| 32                           | 5.9  | 30                  | 3.8  | 19                             | 4.3  | 4                   | 3.7  | 48                                | 6.7  | 48                    | 5.7  | 181                     | 5.3  | 173                 | 5.2  |         |
| 48                           |      | 47                  |      | 46                             |      | 46                  |      | 49                                |      | 49                    |      | 48                      |      | 48                  |      |         |
| 45                           | 8.4  | 41                  | 5.2  | 31                             | 7.1  | 5                   | 4.7  | 45                                | 6.3  | 52                    | 6.2  | 219                     | 6.4  | 223                 | 6.7  |         |
| 49                           | 9.1  | 66                  | 8.3  | 56                             | 12.8 | 23                  | 21.5 | 79                                | 11.0 | 77                    | 9.1  | 350                     | 10.2 | 331                 | 9.9  |         |
| 241                          | 44.8 | 315                 | 39.8 | 99                             | 22.6 | 39                  | 36.4 | 252                               | 35.0 | 295                   | 35.0 | 1,241                   | 36.1 | 1,224               | 36.6 |         |
| 29                           | 5.4  | 44                  | 5.6  | 25                             | 5.7  | 4                   | 3.7  | 39                                | 5.4  | 39                    | 4.6  | 180                     | 5.2  | 159                 | 4.8  |         |
| 23                           | 4.3  | 27                  | 3.4  | 33                             | 7.5  | 0                   | 0.0  | 31                                | 4.3  | 27                    | 3.2  | 141                     | 4.1  | 128                 | 3.8  |         |
| 149                          | 27.7 | 218                 | 27.5 | 197                            | 44.9 | 31                  | 29.0 | 223                               | 31.0 | 325                   | 38.6 | 1,143                   | 33.2 | 1,174               | 35.1 |         |
| 10                           | 1.9  | 28                  | 3.5  | 10                             | 2.3  | 4                   | 3.7  | 26                                | 3.6  | 22                    | 2.6  | 100                     | 2.9  | 226                 | 6.8  |         |
| 37                           | 6.9  | 94                  | 11.9 | 19                             | 4.3  | 6                   | 5.6  | 69                                | 9.6  | 58                    | 6.9  | 283                     | 8.2  | 98                  | 2.9  |         |
| 380                          | 70.6 | 645                 | 81.4 | 266                            | 60.6 | 54                  | 50.5 | 322                               | 44.8 | 334                   | 39.6 | 2,001                   | 58.2 | 1,929               | 57.8 |         |
| 158                          | 29.4 | 147                 | 18.6 | 173                            | 39.4 | 53                  | 49.5 | 397                               | 55.2 | 509                   | 60.4 | 1,437                   | 41.8 | 1,411               | 42.2 |         |
| 72                           | 13.4 | 208                 | 26.3 | 73                             | 16.6 | 3                   | 2.8  | 111                               | 15.4 | 59                    | 7.0  | 526                     | 15.3 | 530                 | 15.9 |         |

\*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 | %    |
| 22               | 3.0  | 20             | 3.7  | 15         | 1.7   | 5          | 0.8  | 0          | 0.0  | 0            | 0.0  | 1          | 0.8   | 2           | 1.6  | 6          | 7.5  | 71         | 2.1  |
| 76               | 10.4 | 95             | 17.7 | 179        | 19.9  | 104        | 16.2 | 15         | 10.0 | 5            | 3.4  | 6          | 4.8   | 27          | 21.3 | 11         | 13.8 | 518        | 15.1 |
| 115              | 15.7 | 110            | 20.5 | 199        | 22.1  | 164        | 25.5 | 39         | 26.0 | 33           | 22.6 | 25         | 20.2  | 27          | 21.3 | 17         | 21.3 | 729        | 21.2 |
| 186              | 25.4 | 128            | 23.8 | 222        | 24.7  | 172        | 26.8 | 54         | 36.0 | 51           | 34.9 | 32         | 25.8  | 36          | 28.3 | 23         | 28.8 | 904        | 26.3 |
| 271              | 37.0 | 158            | 29.4 | 244        | 27.1  | 170        | 26.5 | 40         | 26.7 | 53           | 36.3 | 53         | 42.7  | 26          | 20.5 | 20         | 25.0 | 1,035      | 30.1 |
| 62               | 8.5  | 26             | 4.8  | 41         | 4.6   | 27         | 4.2  | 2          | 1.3  | 4            | 2.7  | 7          | 5.6   | 9           | 7.1  | 3          | 3.8  | 181        | 5.3  |
| 33               | 4.5  | 31             | 5.8  | 73         | 8.11  | 42         | 6.5  | 10         | 6.7  | 9            | 6.2  | 6          | 4.84  | 10          | 7.9  | 5          | 6.3  | 219        | 6.4  |
| 541              | 73.9 | 404            | 75.2 | 674        | 74.89 | 503        | 78.3 | 127        | 84.7 | 126          | 86.3 | 95         | 76.61 | 64          | 50.4 | 57         | 71.3 | 2,591      | 75.4 |
| 131              | 17.9 | 67             | 12.5 | 105        | 11.67 | 68         | 10.6 | 8          | 5.3  | 7            | 4.8  | 20         | 16.13 | 48          | 37.8 | 15         | 18.8 | 469        | 13.6 |
| 27               | 3.7  | 35             | 6.5  | 48         | 5.33  | 29         | 4.5  | 5          | 3.3  | 4            | 2.7  | 3          | 2.42  | 5           | 3.9  | 3          | 3.8  | 159        | 4.6  |
| 48               | 6.6  | 78             | 14.5 | 97         | 10.8  | 77         | 12.0 | 20         | 13.3 | 11           | 7.5  | 3          | 2.4   | 9           | 7.1  | 7          | 8.8  | 350        | 10.2 |
| 364              | 49.7 | 188            | 35.0 | 343        | 38.1  | 186        | 29.0 | 27         | 18.0 | 26           | 17.8 | 35         | 28.2  | 62          | 48.8 | 10         | 12.5 | 1,241      | 36.1 |
| 40               | 5.5  | 32             | 6.0  | 52         | 5.8   | 31         | 4.8  | 4          | 2.7  | 9            | 6.2  | 2          | 1.6   | 5           | 3.9  | 5          | 6.3  | 180        | 5.2  |
| 33               | 4.5  | 32             | 6.0  | 33         | 3.7   | 23         | 3.6  | 7          | 4.7  | 3            | 2.1  | 2          | 1.6   | 5           | 3.9  | 3          | 3.8  | 141        | 4.1  |
| 149              | 20.4 | 139            | 25.9 | 282        | 31.3  | 269        | 41.9 | 86         | 57.3 | 90           | 61.6 | 66         | 53.2  | 18          | 14.2 | 44         | 55.0 | 1,143      | 33.2 |
| 80               | 10.9 | 42             | 7.8  | 63         | 7.0   | 41         | 6.4  | 4          | 2.7  | 4            | 2.7  | 14         | 11.3  | 26          | 20.5 | 9          | 11.3 | 283        | 8.2  |
| 18               | 2.5  | 26             | 4.8  | 30         | 3.3   | 15         | 2.3  | 2          | 1.3  | 3            | 2.1  | 2          | 1.6   | 2           | 1.6  | 2          | 2.5  | 100        | 2.9  |
| 358              | 48.9 | 360            | 67.0 | 590        | 65.6  | 365        | 56.9 | 91         | 60.7 | 75           | 51.4 | 5          | 4.0   | 104         | 81.9 | 53         | 66.3 | 2,001      | 58.2 |
| 374              | 51.1 | 177            | 33.0 | 310        | 34.4  | 277        | 43.1 | 59         | 39.3 | 71           | 48.6 | 119        | 96.0  | 23          | 18.1 | 27         | 33.8 | 1,437      | 41.8 |
| 268              | 36.6 | 68             | 12.7 | 94         | 10.4  | 36         | 5.6  | 6          | 4.0  | 8            | 5.5  | 7          | 5.6   | 8           | 6.3  | 31         | 38.8 | 526        | 15.3 |

Period  
October 2023 to  
September 2024

Age 16 to 24  
Age 25 to 34  
Age 35 to 44  
Age 45 to 54  
Age 55 to 64  
Age 65 and over  
Prefer Not To Say  
Not declared  
Disability  
Asian  
Black  
Mixed  
Other  
White  
Prefer Not To Say  
Not declared  
Female  
Male  
Use Another Term  
Prefer Not To Say  
Not declared

| Recruitment & Retention |      |            |      |            |      |
|-------------------------|------|------------|------|------------|------|
| Applicants              |      | Starters   |      | Leavers    |      |
| Head count              | %    | Head count | %    | Head count | %    |
| 2,165                   | 14.1 | 35         | 7.0  | 5          | 1.2  |
| 6,200                   | 40.5 | 174        | 34.7 | 84         | 20.0 |
| 3,346                   | 21.9 | 120        | 24.0 | 102        | 24.2 |
| 1,740                   | 11.4 | 89         | 17.8 | 83         | 19.7 |
| 820                     | 5.4  | 73         | 14.6 | 94         | 22.3 |
| 52                      | 0.3  | 10         | 2.0  | 53         | 12.6 |
| 796                     | 5.2  | 0          | 0.0  | 0          | 0.0  |
| 185                     | 1.2  | 0          | 0.0  | 0          | 0.0  |
| 990                     | 6.5  | 25         | 5.0  | 35         | 8.3  |
| 3,279                   | 21.4 | 55         | 11.0 | 35         | 8.3  |
| 5,698                   | 37.2 | 129        | 25.7 | 138        | 32.8 |
| 922                     | 6.0  | 34         | 6.8  | 21         | 5.0  |
| 1,080                   | 7.1  | 13         | 2.6  | 17         | 4.0  |
| 3,105                   | 20.3 | 111        | 22.2 | 154        | 36.6 |
| 993                     | 6.5  | 15         | 3.0  | 19         | 4.5  |
| 227                     | 1.5  | 144        | 28.7 | 37         | 8.8  |
| 7,832                   | 51.2 | 302        | 60.3 | 251        | 59.6 |
| 6,597                   | 43.1 | 199        | 39.7 | 170        | 40.4 |
| 28                      | 0.2  | 0          | 0.0  | 0          | 0.0  |
| 662                     | 4.3  | 0          | 0.0  | 0          | 0.0  |
| 185                     | 1.2  | 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

[illegible] Data unavailable

**Period**  
**October 2023 to**  
**September 2024**

Age 16 to 24  
Age 25 to 34  
Age 35 to 44  
Age 45 to 54  
Age 55 to 64  
Age 65 and over  
Disability  
Asian  
Black  
Mixed  
Other  
White  
Prefer Not To Say  
Not declared  
Female  
Male

| Leaving Reason Groups |      |            |      |            |      |              |      |            |      |            |      |
|-----------------------|------|------------|------|------------|------|--------------|------|------------|------|------------|------|
| Resignation           |      | Redundancy |      | Retirement |      | Contract End |      | Dismissal  |      | Other      |      |
| Head count            | %    | Head count | %    | Head count | %    | Head count   | %    | Head count | %    | Head count | %    |
| 5                     | 1.9  | 0          | 0.0  | 0          | 0.0  | 0            | 0.0  | 0          | 0.0  | 0          | 0.0  |
| 71                    | 27.3 | 4          | 10.5 | 0          | 0.0  | 5            | 33.3 | 4          | 12.1 | 0          | 0.0  |
| 78                    | 30.0 | 8          | 21.1 | 0          | 0.0  | 5            | 33.3 | 8          | 24.2 | 3          | 30.0 |
| 60                    | 23.1 | 9          | 23.7 | 2          | 3.1  | 2            | 13.3 | 6          | 18.2 | 4          | 40.0 |
| 39                    | 15.0 | 11         | 28.9 | 31         | 47.7 | 3            | 20.0 | 8          | 24.2 | 2          | 20.0 |
| 7                     | 2.7  | 6          | 15.8 | 32         | 49.2 | 0            | 0.0  | 7          | 21.2 | 1          | 10.0 |
| 18                    | 6.9  | 4          | 10.5 | 7          | 10.8 | 2            | 13.3 | 2          | 6.1  | 2          | 20.0 |
| 26                    | 10.0 | 3          | 7.9  | 3          | 4.6  | 1            | 6.7  | 1          | 3.0  | 1          | 10.0 |
| 82                    | 31.5 | 14         | 36.8 | 21         | 32.3 | 6            | 40.0 | 11         | 33.3 | 4          | 40.0 |
| 14                    | 5.4  | 1          | 2.6  | 1          | 1.5  | 0            | 0.0  | 5          | 15.2 | 0          | 0.0  |
| 12                    | 4.6  | 2          | 5.3  | 2          | 3.1  | 0            | 0.0  | 1          | 3.0  | 0          | 0.0  |
| 86                    | 33.1 | 12         | 31.6 | 32         | 49.2 | 7            | 46.7 | 13         | 39.4 | 4          | 40.0 |
| 13                    | 5.0  | 0          | 0.0  | 4          | 6.2  | 1            | 6.7  | 1          | 3.0  | 0          | 0.0  |
| 27                    | 10.4 | 6          | 15.8 | 2          | 3.1  | 0            | 0.0  | 1          | 3.0  | 1          | 10.0 |
| 161                   | 61.9 | 24         | 63.2 | 36         | 55.4 | 12           | 80.0 | 13         | 39.4 | 5          | 50.0 |
| 99                    | 38.1 | 14         | 36.8 | 29         | 44.6 | 3            | 20.0 | 20         | 60.6 | 5          | 50.0 |

| Sexual Orientation    |       |                |               | Religion or Belief |       |                |               |
|-----------------------|-------|----------------|---------------|--------------------|-------|----------------|---------------|
|                       | No.   | % of all staff | % of recorded |                    | No.   | % of all staff | % of recorded |
| Not Declared          | 495   | 14.4           |               | Atheist            | 195   | 5.7            | 6.6           |
| Bi                    | 32    | 0.9            | 1.1           | Buddhist           | 14    | 0.4            | 0.5           |
| Gay                   | 57    | 1.7            | 1.9           | Christian          | 1,343 | 39.1           | 45.6          |
| Heterosexual/Straight | 2,330 | 67.8           | 79.2          | Hindu              | 72    | 2.1            | 2.4           |
| Lesbian               | 17    | 0.5            | 0.6           | Jewish             | 24    | 0.7            | 0.8           |
| I use another term    | 20    | 0.6            | 0.7           | Muslim             | 269   | 7.8            | 9.1           |
| Prefer Not To Say     | 487   | 14.2           | 16.5          | Rastafarian        | 10    | 0.3            | 0.3           |
| Total recorded        | 2,943 | 85.6           | 100.0         | Sikh               | 13    | 0.4            | 0.4           |
|                       |       |                |               | Other              | 101   | 2.9            | 3.4           |
|                       |       |                |               | No Religion        | 437   | 12.7           | 14.8          |
|                       |       |                |               | Prefer Not To Say  | 467   | 13.6           | 15.9          |
|                       |       |                |               | Not Declared       | 493   | 14.3           |               |
|                       |       |                |               | Total recorded     | 3,438 | 100.0          | 100.0         |