



12 February 2019

FREEDOM OF INFORMATION REQUEST – 127/19

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request / Response:

1a. Please provide the number of staff employed (headcount and WTE) on 04/10/2013 and 01/01/2019. If it is not possible to provide this information for the specified dates, please provide information for the nearest possible dates, specifying which dates used. Please do not include casual staff in the counts.

Answer:

	Headcount	WTE
Staff employed 04/10/2013	422	*
Staff employed 01/01/2019	433	363.18

* Please note, due to General Data Protection Regulation (GDPR) and upgrades to our Human Resources database, Rutland County Council are unable to provide data for 01/01/2010. The earliest historical figures we are able to provide are for 04/10/2013. As this information has been gathered from spreadsheets, it is limited so we are only able to provide the Whole Time Equivalent (WTE) figures for January 2019.

1b. Please provide a breakdown of the figures in Q1a by service group as below:

- Education
- Environmental Services
- Housing
- Social Care
- Other service groups

Answer:

	Headcount	WTE
Staff employed 04/10/2013 in Education	8	*
Staff employed 04/10/2013 in Environmental Services	5	*
Staff employed 04/10/2013 in Housing	3	*
Staff employed 04/10/2013 in Social Services	165	*
Staff employed 04/10/2013 in Other service groups	241	*

	Headcount	WTE
Staff employed 01/01/2019 in Education	6	5.10
Staff employed 01/01/2019 in Environmental Services	6	6.00
Staff employed 01/01/2019 in Housing	5	4.20
Staff employed 01/01/2019 in Social Services	177	149.44
Staff employed 01/01/2019 in Other service groups	239	198.44

* Rutland County Council does not hold this information.

NB: Education figures do not include Rutland Adult Learning Service and 'Housing' is Housing Options

1c. Please provide a breakdown of the figures in Q1a by gender

Answer:

	Headcount	WTE
Male staff employed 04/10/2013	99	*
Female staff employed 04/10/2013	323	*

	Headcount	WTE
Male staff employed 01/01/2019	107	100.18
Female staff employed 01/01/2019	326	263.00

* Rutland County Council does not hold this information

1d. Please provide a breakdown of the figures in Q1a into the following 3 categories:-

- White staff
- BAME staff
- Staff of unknown ethnicity

Answer:

	Headcount	WTE
White staff employed 04/10/2013	390	*
BAME staff employed 04/10/2013	8	*
Staff of unknown ethnicity employed 04/10/2013	24	*

	Headcount	WTE
White staff employed 01/01/2019	401	335.27
BAME staff employed 01/01/2019	18	15.15
Staff of unknown ethnicity employed 01/01/2019	14	12.76

* Rutland County Council does not hold this information.

1e. Please provide a breakdown of the figures in Q1a into the following 3 categories:-

- Disabled staff
- Non-disabled staff
- Staff of unknown disability status

Answer:

	Headcount	WTE
Disabled staff employed 04/10/2013	4	*
Non-disabled staff employed 04/10/2013	128	*
Staff of unknown disability status employed 04/10/2013	290	*

	Headcount	WTE
Disabled staff employed 01/01/2019	32	25.85
Non-disabled staff employed 01/01/2019	297	249.76
Staff of unknown disability status employed 01/01/2019	104	87.57

* Rutland County Council does not hold this information.

1f. Please provide a breakdown of the figures in Q1a into the following 3 categories:-

- LGBT+ (non-heterosexual)
- heterosexual
- Staff of unknown sexual orientation

Answer:

	Headcount	WTE
LGBT+ staff employed 04/10/2013	*	*
Heterosexual staff employed 04/10/2013	*	*
Staff of unknown sexual orientation employed 04/10/2013	*	*

	Headcount	WTE
LGBT+ staff employed 01/01/2019	9	9.00
Heterosexual staff employed 01/01/2019	269	226.64
Staff of unknown sexual orientation employed 01/01/2019	155	127.54

* Sexual Orientation was not collected in Rutland County Council's Equality Data until after 2016.

2a. Please provide the number of staff (headcount, WTE) taking redundancy (whether compulsory or voluntary) between 04/10/2013 and 31/12/2018. If you are not able to provide figures for the entire date period, please provide figures for the portion of the date range for which figures are available, specifying the period covered.

Answer:

	Headcount	WTE
Number of staff taking redundancy	84	*

* Rutland County Council does not hold this information.

2b. Please provide a breakdown of the figures in Q2a broken down by gender

Answer:

	Headcount	WTE
Male staff taking redundancy	25	*
Female staff taking redundancy	59	*

* Rutland County Council does not hold this information.

2c. Please provide a breakdown of the figures in Q2a into the following 3 categories:-

- White staff
- BAME staff
- Staff of unknown ethnicity

Answer:

	Headcount	WTE
White staff taking redundancy	12	*
BAME staff taking redundancy	0	*
Staff of unknown ethnicity taking redundancy	71	*

* Rutland County Council does not hold this information.

2d. Please provide a breakdown of the figures in Q2a into the following 3 categories:-

- Disabled staff
- Non-disabled staff
- Staff of unknown disability status

Answer:

	Headcount	WTE
Disabled staff taking redundancy	0	*
Non-disabled staff taking redundancy	0	*
Staff of unknown disability status taking redundancy	84	*

* Rutland County Council does not hold this information.

3a. Please provide the number of staff (headcount and WTE) taking compulsory redundancy between 04/10/2013 and 31/12/2018. If you are not able to provide figures for the entire date period, please provide figures for the portion of the date range for which figures are available, specifying the period covered.

Answer:

	Headcount	WTE
Number of staff taking compulsory redundancy	23	*

* Rutland County Council does not hold this information.

3b. Please provide a breakdown of the figures in Q3a broken down by gender

Answer:

	Headcount	WTE
Male staff taking compulsory redundancy	7	*
Female staff taking compulsory redundancy	16	*

* Rutland County Council does not hold this information.

3c. Please provide a breakdown of the figures in Q3a into the following 3 categories:-

- White staff
- BAME staff
- Staff of unknown ethnicity

Answer:

	Headcount	WTE
White staff taking compulsory redundancy	5	*
BAME staff taking compulsory redundancy	0	*
Staff of unknown ethnicity taking compulsory redundancy	18	*

* Rutland County Council does not hold this information.

3d. Please provide a breakdown of the figures in Q3a into the following 3 categories:-

- Disabled staff
- Non-disabled staff
- Staff of unknown disability status

Answer:

	Headcount	WTE
Disabled staff taking compulsory redundancy	0	*
Non-disabled staff taking compulsory redundancy	0	*
Staff of unknown disability status taking compulsory redundancy	23	*

* Rutland County Council does not hold this information.

4a. Please provide the number of staff (headcount, WTE) who were TUPE transferred from the local authority between 04/10/2013 and 31/12/2018. If you are not able to provide figures for the entire date period, please provide figures for the portion of the date range for which figures are available, specifying the period covered.

Answer:

	Headcount	WTE
Number of staff TUPE transferred	48	*

* Rutland County Council does not hold this information.

4b. Please provide a breakdown of the figures in Q4a by service group as below

- Education
- Environmental Services
- Housing
- Social Care
- Other service groups

Answer:

	Headcount	WTE
Staff working in Education	0	0
Staff working in Environmental Services	0	0
Staff working in in Housing	0	0
Staff working in Social Services	0	0
Staff working in Other service groups	48	*

* Rutland County Council does not hold this information.

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Wycliffe House, Water lane
Wilmslow, Cheshire
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Yours faithfully

FOI Administrator
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Rutland County Council