

Committee:	Equalities Working Group	Agenda Item No.:	9.
Date:	10 th August 2011	Category	
Subject:	Equalities Monitoring Report – January to March 2011	Status	Open
Report by:	Senior Human Resources Officer		
Other Officers involved:	Equalities Monitoring Report Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E Watts, Leader of the Council and Portfolio Holder for Customer Service and People and Performance		

RELEVANT CORPORATE AIMS

SOCIAL INCLUSION – Promoting fairness, equality and lifelong learning

STRATEGIC ORGANISATIONAL DEVELOPMENT – Continually improving our organisation.

Ensuring that the Council has a framework in place for monitoring recruitment and selection, workforce breakdown, training, disciplinaries, grievances, labour turnover, efficiency and ill-health retirements by ethnic origin, gender, disability, age, sexual orientation and religion and pay and grading information in relation to market supplements, and appointments within the grade

TARGETS

Monitoring data will contribute towards Level 3 of the Local Government Equalities Standard

VALUE FOR MONEY

The monitoring of statistics/trends enables efficient and effective corrective action to be taken where necessary.

THE REPORT

To submit for Members' attention monitoring data on the Council's performance on equalities issues in relation to its employment practices. This report does not cover corporate policy/service delivery monitoring.

It is recognised good practice to have a workforce that is broadly representative of the local community. With regard to the local community, the 2001 census provides the following information: -

1. The local population is 73,200, of which 43,172 are economically active.
2. The local economically active black and ethnic population is 0.85% of the economically active population that equates to 368 people.
3. 22% of people of working age had a limiting long-term illness comparable to the definition of disability in the Disability Discrimination Act.
4. An analysis of Bolsover District's population and workforce in respect of religion/beliefs is as follows:-

	Other	Christian	Hindu	Sikh	Buddhist	Muslim	Jewish	Prefer Not to Say	No Religion
Population#		78.10%*	0.08%	0.12%	0.07%	0.09%	0.02%	8.80%	12.61%
Workforce##	1.57%	46.47%	0	0	0.31%	0	0	34.07%	17.58%

#based on 2001 Census

*which is 6.2% higher than the national figure of 71.8%.

based on employee personal data audit conducted in June 2010.

Performance Indicators

The following table identifies all performance indicators relevant to Equalities:-

INDICATOR	MEDIAN DERBYSHIRE AUTHORITIES 2009/10	AUTHORITY TARGET 2011/12	OUT-TURN APRIL TO JUNE 2010/11
HR11A - Percentage of top 5% of earners that are women	26.14%	45%	45.16%
HR11B - Percentage of top 5% of earners from black or ethnic communities	0%	0%	0%
HR11C - Percentage of top 5% of earners who are disabled	4.50%	7%	6.45%
HR16A - Percentage of disabled employees (permanent employees)	5.25%	5.70%	6.95%
HR17A - Percentage of employees from minority ethnic communities'	1.55%	0.9%	0.8%

Information and Analysis
Recruitment/Selection

Apprentices

For the period 1st April to 30th June 2011 there was 1 Apprenticeship vacancy advertised, 1 application received. There was 1 candidate shortlisted. There was 1 successful candidate.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011/12	100%	0%	100%	0%	0%	0%	0%	100%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011/12	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011/12	100%	0%	0%	0%	0%	0%	0%	0%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011/12	100%	0%	100%	0%	0%	0%	0%	100%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011/12	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011/12	100%	0%	0%	0%	0%	0%	0%	0%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011/12	100%	0%	100%	0%	0%	0%	0%	100%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011/12	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011/12	100%	0%	0%	0%	0%	0%	0%	0%

Permanent Employees

For the period 1st April to 30th June 2011 there were 5 vacancies advertised, 122 applications received, 46 candidates shortlisted and 7 successful candidates. On two occasions there was more than one successful candidate per vacancy. For the period 1st April to 30th June 2010 there were 11 vacancies advertised, 2 unfilled, 154 applications received, 33 candidates shortlisted and 12 successful candidates. On three occasions there was more than one successful candidate per vacancy.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	93.44%	6.56%	54.92%	45.08%	4.92%	40.98%	30.33%	18.03%	10.66%
2010	98.70%	1.30%	67.53%	32.47%	7.14%	26.62%	40.91%	21.43%	11.04%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	83.61%	0%	0.82%	0.82%	14.75%
2010	90.26%	0%	0%	0%	9.74%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011	39.34%	2.46%	0.82%	0%	0%	0%	0%	57.38%
2010	58.44%	0%	0%	0%	0%	0%	1.30%	40.26%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	58.69%	41.31%	6.52%	47.83%	28.26%	10.87%	13.04%
2010	100%	0%	60.61%	39.39%	0%	21.21%	36.36%	27.27%	15.16%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	82.61%	0%	2.17%	2.17%	13.05%
2010	84.85	0%	0%	0%	15.15%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011	32.61%	0%	0%	0%	0%	0%	0%	67.39%
2010	57.57%	0%	0%	0%	0%	0%	0%	42.43%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	85.71%	14.29%	0%	57.14%	28.57%	0%	14.29%
2010	100%	0%	58.33%	41.67%	0%	41.67%	0%	41.67%	16.66%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	100%	0%	0%	0%	0%
2010	66.67%	0%	0%	0%	33.33%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011	42.86%	0%	0%	0%	0%	0%	0%	57.14%
2010	41.67%	0%	0%	0%	0%	0%	0%	58.33%

Vacancy Monitoring

From 1st April to 30th June 1011, 27.05%% of enquiries were received from Derbyshire Jobs and the following enquiries were received via the media as follows:-

Jobsgopublic = 0.82%	propertyjobs.co.uk = 0.82%	Estates Gazette = 9.84%
Job Centre Plus = 13.11%	? = 11.47%	ICE Website = 0.82%
greendirectory.net = 0.82%	DCC Website = 0.82%	BDC Website = 13.11%
College = 2.46%	WOM = 6.56%	Derbyshire Times = 3.28%
Database = 0.82%	Opportunities = 0.82%	Igcoms = 0.82%
Supply Management = 0.82%	Construction News = 0.82%	Total Jobs = 0.82%
Facebook Post = 0.82%	University = 1.64%	Bolsover Advertiser = 1.64%

From 1st April to 30th June 2010, 35.06% of enquiries were received from Derbyshire Jobs and the following enquiries were received via the media as follows:-

WOM = 4.54%	Internal = 2.60%	Bolsover Website = 10.39%
? = 5.19%	Personnel Today = 0.65%	Local Government Chronicle = 0.65%
Job Centre Plus = 31.17%	Jobsgopublic = 0.65%	Nottingham Evening Post = 1.30%
Derbyshire Times = 1.30%	Job Bulletin = 1.30%	Bolsover Advertiser = 1.95%
Job Fair = 0.65%	Database = 0.65%	Email = 0.65%
Vista = 0.65%	Environmentjob.co.uk = 0.65%	

Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	99.19%	0.81%	55.12%	44.88%	6.99%	14.31%	23.25%	28.13%	34.31%
2010	99.37%	0.63%	55.10%	44.90%	7.37%	13.98%	24.33%	28.25%	33.44%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	66.02%	0.16%	0%	0.49%	33.33%
2010	63.58%	0.31%	0%	0.47%	35.64%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None	Prefer not to say
2011	46.03%	0.32%	0%	0%	0%	0%	1.46%	19.67%	32.52%
2010	46.47%	0.31%	0%	0%	0%	0%	1.57%	17.58%	34.07%

Employee numbers are based on headcount @ 30th June 2011 with comparative figures @ 30th June 2010.

Training/Development

244 places have been 'taken up' with regard to off the job training. The breakdown of attendees is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	98.36%	1.64%	72.13%	27.87%	3.28%	16.80%	23.36%	28.69%	31.15%
2010	75.83%	24.17%	77.80%	22.20%	5.09%	9.77%	26.28%	32.80%	31.15%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	58.61%	0%	0%	0.82%	40.57%
2010	52.75%	0.61%	0%	0.61%	46.03%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2011	40.98%	0.41%	0%	0%	0%	0%	1.23%	57.38%
2010	37.68%	0%	0%	0%	0%	0%	1.22%	61.10%

Discipline

There were no disciplinary actions during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	0%	0%	0%	0%	0%	0%	0%	0%	0%
2010	0%	0%	0%	0%	0%	0%	0%	0%	0%

Grievances (including Harassment/Bullying)

There was one grievance lodged during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	100%	0%	100%	0%	0%	100%	0%
2010	100%	0%	100%	0%	0%	0%	0%	50%	50%

Labour Turnover

There have been 10 leavers during this period, the breakdown is as follows: -

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	70%	30%	0%	30%	10%	0%	60%
2010	100%	0%	41.66%	58.34%	0%	58.34%	16.66%	16.66%	8.34%

Voluntary Leavers

There have been 5 voluntary leavers during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	40%	60%	0%	20%	20%	0%	60%
2010	100%	0%	28.57%	71.43%	0%	57.15%	0%	28.57%	14.28%

Dismissals

There were 2 dismissals during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	100%	0%	0%	100%	0%	0%	0%
2010	100%	0%	0%	100%	0%	100%	0%	0%	0%

Redundancy/Efficiency of the Service

There was 1 redundancy during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	100%	0%	0%	0%	0%	0%	100%
2010	0%	0%	0%	0%	0%	0%	0%	0%	0%

Ill-Health Retirements

There were no ill health retirements during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	0%	0%	0%	0%	0%	0%	0%	0%	0%
2010	0%	0%	0%	0%	0%	0%	0%	0%	0%

ISSUES FOR CONSIDERATION

Analysis of the statistics/information presented/possible changes to policy to improve performance.

IMPLICATIONS

Financial - None

Legal - None

Environmental - None

Human Resources - None

**RECOMMENDED that (1) the report be noted,
(2) recommendations be received as to improvements to current performance levels.**

SOURCE DOCUMENTS:

FILE REFERENCES: