

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	11.
Date:	7 <sup>th</sup> March 2012	Category:	*
Subject:	Equalities Monitoring Report July to September 2011	Status:	Open
Report by:	Senior Human Resources Officer		
Other Officers involved:	Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E. Watts Leader of the Council		

**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
<b>Population#</b>		78.10%*	0.08%	0.12%	0.07%	0.09%	0.02%	8.80%	12.61%
<b>Workforce##</b>	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:-

<b>INDICATOR</b>	<b>MEDIAN DERBYSHIRE AUTHORITIES 2009/10</b>	<b>AUTHORITY TARGET 2011/12</b>	<b>OUT-TURN JULY TO SEPT 2010/11</b>
<b>HR11A</b> - Percentage of top 5% of earners that are women	26.14%	45%	41.37%
<b>HR11B</b> - Percentage of top 5% of earners from black or ethnic communities	0%	0%	0%
<b>HR11C</b> - Percentage of top 5% of earners who are disabled	4.50%	7%	6.89%
<b>HR16A</b> - Percentage of disabled employees (permanent employees)	5.25%	5.70%	6.98%
<b>HR17A</b> - Percentage of employees from minority ethnic communities'	1.55%	0.9%	0.6%

**Information and Analysis**  
**Recruitment/Selection**

**Apprentices**

For the period 1<sup>st</sup> July to 30<sup>th</sup> September 2011 there was 0 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 1<sup>st</sup> July to 30<sup>th</sup> September 2011 there were 9 vacancies advertised (one of which was unfilled), 83 applications received, 32 candidates shortlisted and 14 successful candidates. On four occasions there was more than one successful candidate per vacancy. For the period 1<sup>st</sup> July to 30<sup>th</sup> September 2010 there were 7 vacancies advertised but on two occasions there was more than one post, 1 unfilled, 101 applications received, 39 candidates shortlisted and 9 successful candidates.

### Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	98.80%	1.20%	85.54%	14.46%	3.61%	34.94%	21.69%	28.91%	14.46%
2010	88.12%	11.88%	61.39%	38.61%	2.97%	51.48%	30.69%	8.91%	8.92%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	91.57%	0%	0%	0%	8.43%
2010	80.20%	1.98%	1.98%	0.99%	14.85%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011	48.19%	1.21%	0%	0%	0%	0%	0%	50.60%
2010	46.53%	0.99%	2.97%	0%	0.99%	2.97%	0.99%	44.56%

**Shortlisted Candidates Breakdown**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	90.63%	9.37%	0%	34.38%	15.63%	37.50%	12.49%
2010	92.31%	7.69%	56.41%	43.59%	5.13%	53.85%	53.89%	5.13%	5.13%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	90.63%	0%	0%	0%	9.37%
2010	79.49%	0%	5.13%	0%	15.38%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2011	40.63%	3.13%	0%	0%	0%	0%	0%	56.24%
2010	48.72%	0%	2.56%	0%	0%	0%	0%	48.72%

**Successful Candidates**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	100%	0%	92.86%	7.14%	0%	35.71%	7.14%	35.71%	21.44%
2010	100%	0%	44.44%	55.56%	0%	44.44%	33.33%	22.23%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	85.71%	0%	0%	0%	14.29%
2010	88.89%	0%	0%	0%	11.11%

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	44.44%	0%	0%	0%	0%	0%	0%	55.56%

## Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	99.32%	0.68%	53.66%	46.34%	6.98%	13.29%	23.51%	28.96%	34.24%
2010	99.39%	0.61%	54.38%	45.62%	7.22%	15.82%	23.50%	27.50%	33.18%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	66.95%	0	0	0.51%	32.54%
2010	65.44%	0.15%	0	0.46%	33.95%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2011	48.05%	0.17%	0	0	0	0	1.53%	50.25%
2010	46.39%	0.31%	0	0	0	0	1.38%	51.92%

Employee numbers are based on headcount @ 30<sup>th</sup> September 2011 with comparative figures @ 30<sup>th</sup> September 2010.

## Training/Development

215 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	99.54%	0.46%	81.86%	18.14%	3.25%	6.51%	21.86%	31.63%	40%
2010	100%	0	69.59%	30.41%	7.02%	7.02%	26.61%	34.79%	31.58%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2011	51.63%	0	0	0.93%	47.44%
2010	64.33%	0	0	0	35.67%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2011	39.07%	0	0	0	0	0	0.93%	60%
2010	48.83%	0	0	0	0	0	1.17%	50%

### **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 were no grievances lodged 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

### **Labour Turnover**

There have been 39 leavers during this period, this includes 10 Apprentices who had successfully completed the Apprenticeship Framework the breakdown is as follows: -

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2011	97.44%	2.56%	82.05%	17.95%	5.13%	41.03%	15.38%	7.69%	35.90%
2010	100%	0	78.95%	21.05%	10.53%	36.84%	36.84%	10.53%	15.79%

### **Voluntary Leavers**

There have been 17 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	82.35%	17.65%	1.76%	41.18%	23.53%	11.76%	23.53%
2010	100%	0	81.82%	18.18%	9.09%	36.36%	36.36%	9.09%	18.19%

### **Dismissals**

There was 1 dismissal on grounds of capability 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	100%	0
2010	100%	0	100%	0	0	100%	0	0	0



**Redundancy/Efficiency of the Service**

There were 9 redundancies 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	100%	0	100%	0	0	100%	0	0	0

**II-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	100%	0	100%	0	50%	0	0	0	100%

**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

**RECOMMENDATION that;**

**Recommendations be received as to improvements to current performance levels.**

SOURCE DOCUMENTS:

FILE REFERENCES: