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| Committee: | Union/Employee Consultation Committee | Agenda Item No.: | 12. |
| Date: | 7 th March 2012 | Category: | * |
| Subject: | Equalities Monitoring Report October to December 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 |
|--------------------|-------|-----------|-------|-------|----------|--------|--------|-------------------|-------------|
| 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 OCTOBER TO DECEMBER 2011/12 |
|---|--|---|---|
| HR11A - Percentage of top 5% of earners that are women | 26.14% | 45% | 41.37% |
| 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% | 6.89% |
| HR16A - Percentage of disabled employees (permanent employees) | 5.25% | 5.70% | 7.36% |
| HR17A - Percentage of employees from minority ethnic communities' | 1.55% | 0.9% | 0.7% |

Information and Analysis
Recruitment/Selection

Apprentices

For the period 1st October to 31st December 2011 there were no Apprenticeship vacancies advertised. However, for the period 1st October to 31st December 2010, there were 3 Apprenticeship vacancies advertised, 7 applications received, however, it was only possible to provide monitoring data for 6 candidates as one candidate failed to return their monitoring form. There were 7 candidates shortlisted, however, it was only possible to provide monitoring data for 6 candidates as one candidate failed to return their monitoring form. There were 3 successful candidates.

Applicants Breakdown

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|---------|-------|--------|--------|--------|----------|-------|-------|-------|-----|
| 2010/11 | 100% | 0% | 66.67% | 33.33% | 16.67% | 100% | 0% | 0% | 0% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|---------|--------------|-----|---------|----------|-------------------|
| 2011/11 | 100% | 0% | 0% | 0% | 0% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|---------|-----------|----------|-------|--------|--------|------|-----------|------------------------|
| 2010/11 | 66.67% | 0% | 0% | 0% | 0% | 0% | 0% | 33.33% |

Shortlisted Candidates Breakdown

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|---------|-------|--------|--------|--------|----------|-------|-------|-------|-----|
| 2010/11 | 100% | 0% | 66.67% | 33.33% | 16.67% | 100% | 0% | 0% | 0% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|---------|--------------|-----|---------|----------|-------------------|
| 2010/11 | 100% | 0% | 0% | 0% | 0% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|---------|-----------|----------|-------|--------|--------|------|-----------|------------------------|
| 2010/11 | 66.67% | 0% | 0% | 0% | 0% | 0% | 0% | 33.33% |

Successful Candidates

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|---------|-------|--------|--------|--------|----------|-------|-------|-------|-----|
| 2010/11 | 100% | 0% | 66.67% | 33.33% | 0% | 100% | 0% | 0% | 0% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|---------|--------------|-----|---------|----------|-------------------|
| 2010/11 | 100% | 0% | 0% | 0% | 0% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|---------|-----------|----------|-------|--------|--------|------|-----------|------------------------|
| 2010/11 | 66.67% | 0% | 0% | 0% | 0% | 0% | 0% | 33.33% |

Permanent Employees

For the period 1st October to 31st December 2011 there were 9 vacancies advertised (one of which was unfilled), 126 applications received, 38 candidates shortlisted and 10 successful candidates. On two occasions there was more than one successful candidate per vacancy. For the period 1st October to 31st December 2010 there were 7 vacancies advertised, one unfilled, 77 applications received, 24 candidates shortlisted and 7 successful candidates. On one occasion 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 | 99.21% | 0.79% | 88.89% | 11.11% | 0.79% | 24.60% | 30.95% | 29.36% | 15.09% |
| 2010 | 94.81% | 5.19% | 48.05% | 51.95% | 3.87% | 46.75% | 27.27% | 15.58% | 10.40% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-----|---------|----------|-------------------|
| 2011 | 92.06% | 0% | 0% | 0% | 7.94% |
| 2010 | 89.61% | 0% | 2.60% | 0% | 7.79% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|-------|-----------|------------------------|
| 2011 | 61.90% | 0% | 0% | 0% | 0% | 0.79% | 0% | 37.31% |
| 2010 | 59.74% | 0% | 0% | 0% | 0% | 0% | 6.49% | 33.77% |

Shortlisted Candidates Breakdown

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|------|--------|--------|--------|--------|----------|--------|--------|--------|--------|
| 2011 | 100% | 0% | 78.95% | 21.05% | 2.63% | 36.84% | 10.53% | 28.95% | 23.68% |
| 2010 | 95.83% | 4.17% | 50% | 50% | 0% | 50% | 12.50% | 2.83% | 16.67% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-----|---------|----------|-------------------|
| 2011 | 92.11% | 0% | 0% | 0% | 7.89% |
| 2010 | 88.33% | 0% | 8.33% | 0% | 8.34% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|------|-----------|------------------------|
| 2011 | 84.21% | 0% | 0% | 0% | 0% | 0% | 0% | 15.79% |
| 2010 | 58.33% | 0% | 0% | 0% | 0% | 0% | 8.33% | 33.34% |

Successful Candidates

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|------|-------|--------|--------|--------|----------|--------|--------|--------|--------|
| 2011 | 100% | 0% | 50% | 50% | 0% | 40% | 20% | 10% | 30% |
| 2010 | 100% | 0% | 71.43% | 28.57% | 0% | 42.86% | 14.28% | 28.58% | 14.28% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-----|---------|----------|-------------------|
| 2011 | 100% | 0% | 0% | 0% | 0% |
| 2010 | 100% | 0% | 0% | 0% | 0% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|------|-----------|------------------------|
| 2011 | 80% | 0% | 0% | 0% | 0% | 0% | 0% | 20% |
| 2010 | 42.86% | 0% | 0% | 0% | 0% | 0% | 14.28% | 42.86% |

Workforce Monitoring

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|------|--------|--------|--------|--------|----------|--------|--------|--------|--------|
| 2011 | 99.30% | 0.70% | 53.40% | 46.60% | 7.33% | 11.17% | 24.08% | 29.67% | 35.08% |
| 2010 | 99.38% | 0.62% | 54.90% | 45.10% | 7.15% | 15.24% | 23.17% | 28.46% | 33.13% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-------|---------|----------|-------------------|
| 2011 | 66.15% | 0 | 0 | 0.17% | 33.68% |
| 2010 | 65.47% | 0.16% | 0 | 0.47% | 33.90% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Seikh | Any other | None |
|------|-----------|----------|-------|--------|--------|-------|-----------|--------|
| 2011 | 47.47% | 0.17% | 0 | 0 | 0 | 0 | 1.57% | 50.79% |
| 2010 | 46.04% | 0.31% | 0 | 0 | 0 | 0 | 1.55% | 52.10% |

Employee numbers are based on headcount @ 31st December 2011 with comparative figures @ 30th December 2010.

Training/Development

99 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 | 95.96% | 4.04% | 53.54% | 46.46% | 13.13% | 4.04% | 30.30% | 35.36% | 30.30% |
| 2010 | 99.02% | 0.98% | 61.76% | 38.24% | 7.35% | 17.16% | 21.08% | 30.39% | 31.37% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-------|---------|----------|-------------------|
| 2011 | 69.70% | 0 | 0 | 0 | 30.30% |
| 2010 | 72.05% | 0.49% | 0 | 0 | 27.46% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Seikh | Any other | None |
|------|-----------|----------|-------|--------|--------|-------|-----------|--------|
| 2011 | 49.50% | 0 | 0 | 0 | 0 | 0 | 0 | 50.50% |
| 2010 | 45.49% | 0.49% | 0 | 0 | 0 | 0 | 0.98% | 52.94% |

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 | 100% | 0 | 100% | 0 | 0 | 0 | 100% | 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 | 100% | 0 | 100% | 0 | 0 | 0 | 0 | 50% | 50% |

Labour Turnover

There have been 26 leavers during this period, this includes 7 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 | 100% | 0 | 69.23% | 30.77% | 0 | 50% | 19.23% | 11.54% | 19.23% |
| 2010 | 100% | 0 | 60% | 40% | 12% | 28% | 20% | 20% | 32% |

Voluntary Leavers

There have been 9 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 | 66.67% | 33.33% | 0 | 44.45% | 11.11% | 11.11% | 33.33% |
| 2010 | 100% | 0 | 50% | 50% | 0 | 75% | 0 | 0 | 25% |

Dismissals

There was one 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 | 0 | 100% | 0 | 100% | 0 | 0 | 0 |
| 2010 | 100% | 0 | 0 | 100% | 0 | 100% | 0 | 0 | 0 |

Redundancies

There were two 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 | 50% | 50% | 0 | 0 | 50% | 50% | 0 |
| 2010 | 100% | 0 | 60% | 40% | 20% | 0 | 0 | 0 | 100% |

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 | 0 | 100% | 100% | 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: