

Committee:	Union Employee Consultation Committee	Agenda Item No.:	8.
Date:	7 th June 2012	Category:	*
Subject:	Equalities Monitoring January to March 2012	Status:	
Report by:	Senior Human Resources Officer		
Other Officers involved:	Human Resources Officer		
Director:	Joint Chief Executive Officer		
Relevant Portfolio Holder:	Councillor Eion 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 SHIRE DISTRICTS 2010/11	AUTHORITY TARGET 2011/12	AUTHORITY OUT-TURN 2011/12
HR11A - Percentage of top 5% of earners that are women	30%	45%	42.85%
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	1%	7%	3.57%
HR16A - Percentage of disabled employees (permanent employees)	6.67%	5.70%	6%
HR17A - Percentage of employees from minority ethnic communities'	1.13%	0.9%	0.5%

Information and Analysis
Recruitment/Selection

Apprentices

For the period 1st January to 31st March 2012 there were 13 Apprenticeship vacancies advertised, 90 applications received, 90 candidates shortlisted and 30 successful candidates. On six occasions there was more than one successful candidate per vacancy. However, for the period 1st January to 31st March 2011, there were no Apprenticeship vacancies advertised.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0%	56.67%	43.33%	1.11%	100%	0%	0%	0%
2011	0%	0%	0%	0%	0%	0%	0%	0%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	91.11%	2.22%	0%	0%	6.67%
2011	0%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	35.56%	0%	0%	0%	0%	0%	1.11%	63.33%
2011	0%	0%	0%	0%	0%	0%	0%	0%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0%	56.67%	43.33%	1.11%	100%	0%	0%	0%
2011	0%	0%	0%	0%	0%	0%	0%	0%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	91.11%	2.22%	0%	0%	6.67%
2011	0%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	35.56%	0%	0%	0%	0%	0%	1.11%	63.33%
2011	0%	0%	0%	0%	0%	0%	0%	0%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0%	60%	40%	3.33%	100%	0%	0%	0%
2011	0%	0%	0%	0%	0%	0%	0%	0%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	93.33%	0%	0%	0%	6.67%
2011	0%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	36.67%	0%	0%	0%	0%	0%	3.33%	60%
2011	0%	0%	0%	0%	0%	0%	0%	0%

Permanent Employees

For the period 1st January to 31st March 2012 there were 14 vacancies advertised (two of which were unfilled), 125 applications received, 54 candidates shortlisted and 14 successful candidates. On three occasions there was more than one successful candidate per vacancy. For the period 1st January to 31st March 2011 there were 9 vacancies advertised, one unfilled, 178 applications received, 33 candidates shortlisted and 12 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+
2012	92.8%	7.2%	70.4%	29.6%	2.4%	36%	37.6%	15.2%	11.2%
2011	96.07%	3.93%	93.85%	6.15%	0.56%	17.98%	39.89%	29.21%	12.92%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	79.2%	0%	0.8%	0%	20%
2011	89.33%	0.56%	0%	0%	10.11%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	47.2%	0%	0.8%	0%	0%	0%	0%	52%
2011	52.81%	0%	0.56%	0%	0.56%	0.56%	2.81%	42.70%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	94.44%	5.56%	66.67%	33.33%	3.7%	48.15%	24.07%	18.52%	9.26%
2011	96.97%	3.03%	75.76%	24.24%	0%	18.18%	36.36%	3.03%	42.43%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	85.19%	0%	0%	0%	14.81%
2011	87.88%	0%	0%	0%	12.12%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	55.56%	0%	1.86%	0%	0%	0%	0%	42.58%
2011	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+
2012	92.86%	7.14%	57.14%	42.86%	0%	50%	28.57%	21.43%	0%
2011	91.67%	8.33%	83.33%	6.67%	0%	41.66%	16.67%	25.00%	16.67%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	92.86%	0%	0%	0%	7.14%
2011	91.67%	0%	0%	0%	8.33%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	64.29%	0%	0%	0%	0%	0%	0%	35.71%
2011	66.67%	0%	0%	0%	0%	0%	0%	33.33%

Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	99.47%	0.53%	53.10%	46.9%	6.72%	15.57%	21.06%	29.03%	34.34%
2011	99.20%	0.80%	55.41%	44.59%	7%	14.81%	23.41%	28.18%	33.60%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	67.08%	0	0	0.18%	32.74%
2011	66.08%	0.16%	0%	1.48%	33.28%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2012	48.5%	0.18%	0	0	0	0	1.41%	49.91%
2011	46.02%	0.32%	0%	0%	0%	0%	1.60%	52.06%

Employee numbers are based on headcount @ 31st March 2012 with comparative figures @ 31st March 2011.

Training/Development

253 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+
2012	99.60%	0.40%	53.36%	46.64%	7.11%	37.94%	18.18%	21.74%	22.14%
2011	98.65%	1.35%	52.70%	47.30%	6.76%	17.57%	18.92%	27.48%	36.03%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	76.29%	0	0	1.58%	22.13%
2011	72.52%	0%	0%	0.90%	26.58%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2012	47.04%	0	0	0	0	0	1.18%	51.78%
2011	50%	0%	0%	0%	0%	0%	1.80%	48.20%

Discipline

There were no disciplinary actions during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	0	0	0	0	0	0	0	0	0
2011	100%	0%	100%	0%	100%	0%	0%	100%	0%

Grievances (including Harassment/Bullying)

There were 9 grievances lodged during this period (one group of 7 employees), the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	88.89%	11.11%	55.56%	44.44%	0	0	44.44%	55.56%	0
2011	0%	0%	0%	0%	0%	0%	0%	0%	0%

Labour Turnover

There have been 48 leavers during this period, this includes 9 Apprentices who had successfully completed the Apprenticeship Framework and 28 employees transferred under TUPE to NEDDC, the breakdown is as follows: -

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	97.92%	2.08%	58.33%	41.67%	14.58%	22.92%	22.92%	25%	29.16%
2011	100%	0%	56.25%	43.75%	6.25%	37.5%	12.5%	18.75%	31.25%

Voluntary Leavers

There have been 11 voluntary leavers during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0	54.55%	45.45%	18.19%	18.19%	27.27%	27.27%	27.27%
2011	100%	0%	83.34%	16.66%	0%	66.66%	16.67%	0%	16.67%

Dismissals

There were no dismissals during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	0	0	0	0	0	0	0	0	0
2011	100%	0%	100%	0%	0%	50%	0%	50%	0%

Redundancies

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

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0	100%	0	50%	0	0	0	100%
2011	100%	0%	20%	80%	20%	0%	0%	20%	80%

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+
2012	0	0	0	0	0	0	0	0	0
2011	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

RECOMMENDATION(S) that

(1) the report be noted,

(2) recommendations be received as to improvements to current performance levels.

SOURCE DOCUMENTS:

FILE REFERENCES: