

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	6.
Date:	14 th March 2013	Category	
Subject:	Equalities Monitoring Report – April to June 2012	Status	Open
Report by:	Senior Human Resources Officer		
Other Officers involved:	Equalities Monitoring Officer Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holder	Councillor E Watts		

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 2012
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 2012 there were no Apprenticeship vacancies advertised. 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+
2012	0	0	0	0	0	0	0	0	0
2011	100%	0%	100%	0%	0%	0%	0%	100%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	0	0	0	0	0
2011	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	0	0	0	0	0	0	0	0
2011	100%	0%	0%	0%	0%	0%	0%	0%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	0	0	0	0	0	0	0	0	0
2011/12	100%	0%	100%	0%	0%	0%	0%	100%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	0	0	0	0	0
2011	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	0	0	0	0	0	0	0	0
2011	100%	0%	0%	0%	0%	0%	0%	0%

Successful Candidates

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%	0%	0%	100%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	0	0	0	0	0
2011	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	0	0	0	0	0	0	0	0
2011	100%	0%	0%	0%	0%	0%	0%	0%

Permanent Employees

For the period 1st April to 30th June 2012 there were 6 vacancies advertised, 73 applications received, 18 candidates shortlisted and 4 successful candidates. (Please note two of the vacancies received no applications) 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.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	98.63%	1.37%	36.99%	63.01%	0%	19.18%	42.46%	26.03%	12.33%
2011	93.44%	6.56%	54.92%	45.08%	4.92%	40.98%	30.33%	18.03%	10.66%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	87.67%	1.37%	0%	0%	10.96%
2011	83.61%	0%	0.82%	0.82%	14.75%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	57.53%	0%	0%	0%	0%	0%	0%	42.47%
2011	39.34%	2.46%	0.82%	0%	0%	0%	0%	57.38%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	94.44%	5.56%	50%	50%	0%	5.56%	50%	33.33%	11.11%
2011	100%	0%	58.69%	41.31%	6.52%	47.83%	28.26%	10.87%	13.04%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	94.44%	0%	0%	0%	5.56%
2011	82.61%	0%	2.17%	2.17%	13.05%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	72.22%	0%	0%	0%	0%	0%	0%	27.78%
2011	32.61%	0%	0%	0%	0%	0%	0%	67.39%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0%	25%	75%	0%	0%	50%	25%	25%
2011	100%	0%	85.71%	14.29%	0%	57.14%	28.57%	0%	14.29%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	100%	0%	0%	0%	0%
2011	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	75%	0%	0%	0%	0%	0%	0%	25%
2011	42.86%	0%	0%	0%	0%	0%	0%	57.14%

Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	99.26%	0.74%	52.96%	47.04%	7.78%	12.22%	22.96%	30%	34.82%
2011	99.19%	0.81%	55.12%	44.88%	6.99%	14.31%	23.25%	28.13%	34.31%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	68.33%	0%	0%	0.19%	31.48%
2011	66.02%	0.16%	0%	0.49%	33.33%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None	Prefer not to say
2012	52.22%	0%	0%	0%	0%	0%	1.30%	18.52%	27.96%
2011	46.03%	0.32%	0%	0%	0%	0%	1.46%	19.67%	32.52%

Employee numbers are based on headcount @ 30th June 2012 with comparative figures @ 30th June 2011.

Training/Development

90 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	100%	0%	36.67%	63.33%	14.44%	0%	21.11%	33.33%	45.56%
2011	98.36%	1.64%	72.13%	27.87%	3.28%	16.80%	23.36%	28.69%	31.15%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	75.55%	0%	0%	0%	24.45%
2011	58.61%	0%	0%	0.82%	40.57%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2012	54.45%	0%	0%	0%	0%	0%	1.11%	44.44%
2011	40.98%	0.41%	0%	0%	0%	0%	1.23%	57.38%

Discipline

There was one disciplinary action during this period, the breakdown is as follows:-

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

Labour Turnover

There have been 44 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%	59.09%	40.91%	6.82%	50%	15.91%	13.64%	20.45%
2011	100%	0%	70%	30%	0%	30%	10%	0%	60%

Voluntary Leavers

There have been 2 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%	50%	50%	0%	50%	50%	0%	0%
2011	100%	0%	40%	60%	0%	20%	20%	0%	60%

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%	100%	0%	0%	0%

Redundancy/Efficiency of the Service

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

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

III-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 that

Recommendations are received as to improvements to current performance levels.

SOURCE DOCUMENTS:
FILE REFERENCES: