

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	8.
Date:	14 th March 2013	Category	
Subject:	Equalities Monitoring Report – October to December 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 OCTOBER TO DECEMBER 2012
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 periods 1st October to 31st December 2011 and 1st October to 31st December 2012 there were no Apprenticeship vacancies advertised.

Permanent Employees

For the period 1st October to 31st December 2012 there were 8 vacancies advertised (two of which were unfilled), 65 applications received, 25 shortlisted and 12 successful candidates. On two occasions there was more than one successful candidate per vacancy. 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.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	98.46%	1.54%	32.31%	67.69%	4.62%	20%	35.38%	24.62%	20%
2011	99.21%	0.79%	88.89%	11.11%	0.79%	24.60%	30.95%	29.36%	15.09%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	87.69%	0%	0%	0%	12.31%
2011	92.06%	0%	0%	0%	7.94%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	56.92%	0%	0%	0%	0%	0%	4.62%	38.46%
2011	61.90%	0%	0%	0%	0%	0.79%	0%	37.31%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0%	52%	48%	4%	16%	32%	40%	12%
2011	100%	0%	78.95%	21.05%	2.63%	36.84%	10.53%	28.95%	23.68%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	92%	0%	0%	0%	8%
2011	92.11%	0%	0%	0%	7.89%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	84%	0%	0%	0%	0%	0%	0%	16%
2011	84.21%	0%	0%	0%	0%	0%	0%	15.79%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	100%	0%	58.33%	41.67%	8.33%	16.67%	41.67%	33.33%	8.33%
2011	100%	0%	50%	50%	0%	40%	20%	10%	30%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	91.67%	0%	0%	0%	8.33%
2011	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2012	66.67%	0%	0%	0%	0%	0%	0%	33.33%
2011	80%	0%	0%	0%	0%	0%	0%	20%

Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2012	99.24%	0.76%	52.95%	47.05%	7.43%	11.05%	22.10%	30.09%	36.76%
2011	99.30%	0.70%	53.40%	46.60%	7.33%	11.17%	24.08%	29.67%	35.08%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	68.38%	0%	0%	0.19%	31.43%
2011	66.15%	0	0	0.17%	33.68%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None
2012	52.19%	0%	0%	0%	0%	0%	1.33%	46.48%
2011	47.47%	0.17%	0	0	0	0	1.57%	50.79%

Employee numbers are based on headcount @ 31st December 2012 with comparative figures @ 30th December 2011.

Training/Development

204 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	99.02%	0.98%	51.47%	48.53%	6.37%	38.72%	16.18%	17.65%	27.45%
2011	95.96%	4.04%	53.54%	46.46%	13.13%	4.04%	30.30%	35.36%	30.30%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2012	78.92%	0%	0%	0.49%	20.59%
2011	69.70%	0	0	0	30.30%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None
2012	46.08%	0%	0%	0%	0%	0%	2.45%	51.47%
2011	49.50%	0	0	0	0	0	0	50.50%

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	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	0	0	0	0	0	0	0	0	0

Labour Turnover

There have been 12 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%	8.33%	25%	16.67%	16.67%	41.66%
2011	100%	0	69.23%	30.77%	0	50%	19.23%	11.54%	19.23%

Voluntary Leavers

There have been 7 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%	42.86%	57.14%	0%	42.86%	28.58%	14.28%	14.28%
2011	100%	0	66.67%	33.33%	0	44.45%	11.11%	11.11%	33.33%

Dismissals

There were 2 dismissals 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+
2012	100%	0%	100%	0%	0%	0%	0%	0%	100%
2011	100%	0	0	100%	0	100%	0	0	0

Redundancies

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+
2012	100%	0%	0%	100%	100%	0%	0%	0%	100%
2011	100%	0	50%	50%	0	0	50%	50%	0

III-Health Retirements

There was 1 ill health retirement during this period.

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

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

Recommendations are received as to improvements to current performance levels.

SOURCE DOCUMENTS:

FILE REFERENCES: