

Committee:	Union/Employee Consultation Committee	Agenda tem No.:	7.
Date:	11 <sup>th</sup> December 2013	Category	*
Subject:	Equalities Monitoring Report January to March 2013	Status	Open
Report by:	Senior Human Resources Officer Human Resources Officer		
Other Officers involved:	Equalities Monitoring Report Human Resources Officer		
Director	Chief Executive Officer		
Relevant Portfolio Holders	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 2011 census provides the following information: -

1. The local population is 75,866, of which 37,442 are economically active.
2. The local economically active black and ethnic population percentage of the economically active population is not yet available.
3. The percentage of people of working age who had a limiting long-term illness comparable to the definition of disability in the Equalities Act 2010 is not yet available.
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>	0.35%	65.17%	0.11%	0.14%	0.15%	0.19%	0.04%	6.82%	27.03%
<b>Workforce##</b>	1.03%	52.46%	0	0	0	0.20%	0	29.92%	16.39%

#based on 2011 Census

## based on employee personal data as at 31<sup>st</sup> March 2013

### **Performance Indicators**

The following table identifies all performance indicators relevant to Equalities:-

INDICATOR	MEDIAN DERBYSHIRE AUTHORITIES 2011/12	AUTHORITY TARGET 2012/13	AUTHORITY OUT-TURN 2012/13
<b>HR11A</b> - Percentage of top 5% of earners that are women	34.89%	45%	31.57%
<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	5.28%	7%	5.26%
<b>HR16A</b> - Percentage of disabled employees (permanent employees)	5.24%	6%	7.42%
<b>HR17A</b> - Percentage of employees from minority ethnic communities'	1.44%	0.50%	0.82%

## **Information and Analysis**

### **Recruitment/Selection**

#### **Apprentices**

For the period 1<sup>st</sup> January to 31<sup>st</sup> 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. For the period 1<sup>st</sup> January to 31<sup>st</sup> March 2013 there were no Apprenticeship vacancies advertised as the Programme has now ended.

#### **Applicants Breakdown**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	0	0	0	0	0	0	0	0	0
2012	100%	0%	56.67%	43.33%	1.11%	100%	0%	0%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	0	0	0	0	0
2012	91.11%	2.22%	0%	0%	6.67%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	0	0	0	0	0	0	0	0
2012	35.56%	0%	0%	0%	0%	0%	1.11%	63.33%

#### **Shortlisted Candidates Breakdown**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	0	0	0	0	0	0	0	0	0
2012	100%	0%	56.67%	43.33%	1.11%	100%	0%	0%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	0	0	0	0	0
2012	91.11%	2.22%	0%	0%	6.67%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	0	0	0	0	0	0	0	0
2012	35.56%	0%	0%	0%	0%	0%	1.11%	63.33%

### **Successful Candidates**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	0	0	0	0	0	0	0	0	0
2012	100%	0%	60%	40%	3.33%	100%	0%	0%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	0	0	0	0	0
2012	93.33%	0%	0%	0%	6.67%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	0	0	0	0	0	0	0	0
2012	36.67%	0%	0%	0%	0%	0%	3.33%	60%

### **Permanent Employees**

For the period 1<sup>st</sup> January to 31<sup>st</sup> March 2013 there were 18 vacancies advertised (seven of which were unfilled), 204 applications received, 89 shortlisted and 16 successful candidates. On three occasions there was more than one successful candidate per vacancy. For the period 1<sup>st</sup> January to 31<sup>st</sup> March 2012 there were 14 vacancies advertised (one of which was unfilled), 125 applications received, 54 candidates shortlisted and 14 successful candidates. On three 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+
2013	97.5%	2.45%	46.57%	53.43%	3.43%	23.53%	35.29%	23.03%	18.15%
2012	92.8%	7.2%	70.4%	29.6%	2.4%	36%	37.6%	15.2%	11.2%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	87.74%	0.49%	0%	0.98%	10.79%
2012	79.2%	0.8%	0.8%	0%	19.2%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	51.96%	0.49%	0.49%	0%	0.49%	0%	0.49%	46.08%
2012	47.2%	0%	0.8%	0%	0%	0%	0%	52%

### **Shortlisted Candidates Breakdown**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	100%	0%	51.68%	48.32%	3.37%	25.84%	25.84%	23.60%	24.72%
2012	94.44%	5.56%	66.67%	33.33%	3.7%	48.15%	24.07%	18.52%	9.26%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	85.39%	1.12%	0%	2.25%	11.24%
2012	85.19%	0%	0%	0%	14.81%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	55.06%	0%	0%	0%	0%	0%	0%	44.94%
2012	55.56%	0%	1.85%	0%	0%	0%	0%	42.59%

### **Successful Candidates**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	100%	0%	62.5%	37.5%	6.25%	37.5%	31.25%	18.75%	12.5%
2012	92.86%	7.14%	57.14%	42.86%	0%	50%	28.57%	21.43%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	81.25%	0%	0%	0%	18.75%
2012	92.86%	0%	0%	0%	7.14%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	43.75%	0%	0%	0%	0%	0%	0%	56.25%
2012	64.29%	0%	0%	0%	0%	0%	0%	35.71%

### **Workforce Monitoring**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	99.18%	0.82%	53.69%	46.31%	7.38%	6.35%	23.16%	31.76%	38.73%
2012	99.47%	0.53%	53.10%	46.9%	6.72%	15.57%	21.06%	29.03%	34.34%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	66.60%			0.20%	33.20%
2012	67.08%			0.18%	32.74%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None
2013	52.46%				0.20%		1.03%	46.31%
2012	48.5%	0.18%					1.41%	49.91%

Employee numbers are based on headcount @ 31<sup>st</sup> March 2013 with comparative figures @ 31<sup>st</sup> March 2012.

### **Training/Development**

114 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+
2013	100%		62.28%	37.72%	3.51%	4.38%	28.95%	37.72%	28.95%
2012	99.60%	0.40%	53.36%	46.64%	7.11%	37.94%	18.18%	21.74%	22.14%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	67.54%				32.46%
2012	76.29%			1.58%	22.13%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None
2013	48.25%						0.87%	50.88%
2012	47.04%						1.18%	51.78%

### **Discipline**

There were no disciplinary actions during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	0	0	0	0	0	0	0	0	0
2012	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+
2013	0	0	0	0	0	0	0	0	0
2012	88.89%	11.11%	55.56%	44.44%			44.44%	55.56%	

### **Labour Turnover**

There have been 36 leavers during this period, 25 of these were 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+
2013	100%		52.78%	47.22%	8.33%	72.22%	8.33%	2.78%	16.67%
2012	97.92%	2.08%	58.33%	41.67%	14.58%	22.92%	22.92%	25%	29.16%

### **Voluntary Leavers**

There have been 10 voluntary leavers during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	100%		50%	50%	30%	10%	20%	10%	60%
2012	100%		54.55%	45.45%	18.19%	18.19%	27.27%	27.27%	27.27%

### **Dismissals**

There were no dismissals on grounds of capability during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	0	0	0	0	0	0	0	0	0
2012	0	0	0	0	0	0	0	0	0

### **Redundancies**

There were no redundancies during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	0	0	0	0	0	0	0	0	0
2012	100%		100%		50%				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+
2013	0	0	0	0	0	0	0	0	0
2012	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 be received as to improvements to current performance levels.

SOURCE DOCUMENTS:

FILE REFERENCES: