

Committee:	Union/Employee Consultation Committee	Agenda tem No.:	9.
Date:	11 th December 2013	Category	*
Subject:	Equalities Monitoring Report July to September 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
Population#	0.35%	65.17%	0.11%	0.14%	0.15%	0.19%	0.04%	6.82%	27.03%
Workforce##	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 31st 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
HR11A - Percentage of top 5% of earners that are women	34.89%	45%	31.57%
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	5.28%	7%	5.26%
HR16A - Percentage of disabled employees (permanent employees)	5.24%	6%	7.42%
HR17A - Percentage of employees from minority ethnic communities'	1.44%	0.50%	0.82%

Information and Analysis
Recruitment/Selection

Permanent Employees

For the period 1st July to 30th September, 2013 there were 22 vacancies advertised, 97 applications received, 44 candidates shortlisted and 20 successful candidates. For the period 1st July to 30th September 2012 there were 3 vacancies advertised, 49 applications received, 17 candidates shortlisted and 3 successful candidates.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	98.96%	1.04%	64.94%	35.06%	6.18%	17.52%	42.26%	23.71%	16.51%
2012	97.96%	2.04%	91.82%	8.18%	0%	22.45%	32.65%	28.57%	16.33%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	92.78%	1.04%	0%	0%	6.18%
2012	95.92%	0%	0%	0%	4.08%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	48.45%	0%	0%	0%	0%	0%	0%	51.55%
2012	48.98%	0%	0%	0%	0%	0%	2.04%	48.98%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	97.73%	2.27%	61.36%	38.64%	11.36%	18.18%	50%	15.90%	15.92%
2012	100%	0%	82.35%	17.65%	0%	11.76%	35.29%	47.06%	5.89%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	40.90%	0%	0%	0%	59.10%
2012	88.26%	0%	0%	0%	11.74%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	93.18%	0%	9%	0%	0%	0%	0%	6.82%
2012	41.18%	0%	0%	0%	0%	0%	0%	58.82%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	95%	5%	70%	30%	10%	30%	45%	20%	5%
2012	100%	0%	66.67%	33.33%	0%	33.34%	33.33%	33.33%	0%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	90%	0%	0%	0%	10%
2012	100%	0%	0%	0%	0%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	30%	0%	0%	0%	0%	0%	0%	70%
2012	66.67%	0%	%	0%	0%	0%	0%	33.33%

Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	99.18%	0.82%	53.10%	46.90%	7.85%	6.40%	21.70%	32.23%	39.67%
2012	99.26%	0.74%	52.88%	47.12%	7.79%	12.06%	21.71%	30.61%	35.62%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	69%	0%	0%	0.21%	30.79%
2012	68.46%	0%	0%	0.18%	31.36%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None
2013	53.51%	0%	0%	0%	0%	0%	1.24%	45.25%
2012	52.32%	0%	0%	0%	0%	0%	1.30%	46.38%

Employee numbers are based on headcount @ 30th September 2012 with comparative figures @ 30th September 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+
2013	100%	0%	16.67%	83.33%	27%	8.88%	18.89%	34.45%	37.78%
2012	100%	0%	24.72%	75.28%	6.74%	5.62%	14.61%	24.72%	55.05%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	82.22%	0%	0%	0%	17.78%
2012	75.28%	0%	0%	0%	24.72%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None
2013	66.67%	0%	0%	0%	0%	0%	2.22%	31.11%
2012	60.67%	0%	0%	0%	0%	0%	2.25%	37.08%

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	0%	0%	0%	0%	0%	0%	0%	0%	0%

Labour Turnover

There have been 18 leavers during this period, the breakdown is as follows: -

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	100%	0%	61.11%	38.89%	0%	38.89%	33.33%	5.56%	22.22%
2012	100%	0%	50%	50%	21.43%	21.43%	21.43%	28.57%	28.57%

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+
2013	100%	0%	42.86%	57.14%	0%	42.86%	42.86%	14.28%	0%
2012	100%	0%	42.85%	57.15%	28.57%	42.85%	14.29%	28.57%	14.29% ¹

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%

Redundancy/Efficiency of the Service

There were 3 redundancies during this period, the breakdown is as follows:-

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	100%	0%	66.67%	33.33%	0%	0%	33.33%	0%	66.67%
2012	100%	0%	25%	75%	25%	0%	25%	25%	50%

Ill-Health Retirements

There was one ill health retirements during this period, the breakdown is as follows:-

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

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: