

Committee:	Union/Employee Consultation Committee	Agenda Item No.:	9.
Date:	12 th March 2014	Category	*
Subject:	Equalities Monitoring Report October 2013 to December 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 Holder	Councillor E Watts, Leader of the Council Councillor A. Syrett, Portfolio Holder for Social Inclusion		

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. An analysis of Bolsover District's population and workforce in respect of ethnicity is as follows:-

	White and White British	Mixed/ multiple ethnic groups	Asian/Asian British	Other	Black/African / Caribbean/ Black British
Population#	98.1%	0.7%	0.8%	0%	0.4%
Workforce##	99%	1%	0	0	0

#based on 2011 Census

##based on employee personal data as at 31st December 2013

3. 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#	0.3%	65.2%	0.1%	0.1%	0.2%	0.2%	0	6.8%	27%
Workforce##	1.40%	54.11%	0	0	0	0	0	27.05%	17.44%

#based on 2011 Census

based on employee personal data as at 31st December 2013

Performance Indicators

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

INDICATOR	MEDIAN DERBYSHIRE AUTHORITIES 2011/12	AUTHORITY TARGET 2013/2014	AUTHORITY OUT-TURN OCTOBER TO DECEMBER 2013
HR11A - Percentage of top 5% of earners that are women	34.89%	45%	52.17%
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%	8.69%
HR16A - Percentage of disabled employees (permanent employees)	5.24%	6%	8.56%
HR17A - Percentage of employees from minority ethnic communities'	1.44%	0.50%	1.04%

Information and Analysis

Recruitment/Selection

Permanent Employees

For the period 1st October to 31st December, 2013 there were 9 vacancies, 118 applicants, 67 shortlisted and 18 successful applicants on one occasion there was more than one successful applicant for the vacancy (**i.e. 11 appointed Casual Leisure Attendant posts for the one vacancy advertised**). 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.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	94.92%	5.08%	77.96	22.04%	2.54%	25.42%	24.57%	29.67%	20.34%
2012	98.46%	1.54%	32.31%	67.69%	4.62%	20%	35.38%	24.62%	20%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	66.10%	0%	0%	0.85%	33.05%
2012	87.69%	0%	0%	0%	12.31%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	80.50%	0%	0%	0%	0%	0%	0.85%	18.65%
2012	56.92%	0%	0%	0%	0%	0%	4.62%	38.46%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	92.54%	7.46%	65.67%	34.33%	1.49%	22.39%	31.34%	23.88%	22.39%
2012	100%	0%	52%	48%	4%	16%	32%	40%	12%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	65.67%	0%	0%	0%	34.33%
2012	92%	0%	0%	0%	8%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	61.19%	0%	0%	0%	0%	0%	2.99%	35.82%
2012	84%	0%	0%	0%	0%	0%	0%	16%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2013	88.89%	11.11%	88.88%	11.11%	0%	44.44%	38.89%	16.67%	0%
2012	100%	0%	58.33%	41.67%	8.33%	16.67%	41.67%	33.33%	8.33%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	94.45%	0%	0%	0%	5.55%
2012	91.67%	0%	0%	0%	8.33%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2013	94.45%	0%	0%	0%	0%	0%	0%	5.55%
2012	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+
2013	99%	1%	54.51%	45.49%	8.42%	7.02%	21.24%	31.86%	39.88%
2012	99.24%	0.76%	52.95%	47.05%	7.43%	11.05%	22.10%	30.09%	36.76%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	69.94%	0	0	0.20%	29.86%
2012	68.38%	0%	0%	0.19%	31.43%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2013	54.11%	0	0	0	0	0	1.40%	44.49%
2012	52.19%	0%	0%	0%	0%	0%	1.33%	46.48%

Employee numbers are based on headcount @ 31st December 2013 with comparative figures @ 30th December 2012.

Training/Development

165 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	67.88%	32.12%	5.45%	13.33%	20%	32.73%	33.94%
2012	99.02%	0.98%	51.47%	48.53%	6.37%	38.72%	16.18%	17.65%	27.45%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2013	61.82%	0	0	0	38.18%
2012	78.92%	0%	0%	0.49%	20.59%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None
2013	45.46%	0	0	0	0	0	2.42%	52.12%
2012	46.08%	0%	0%	0%	0%	0%	2.45%	51.47%

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 13 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%	76.93%	23.07%	15.38%	7.69%	15.39%	23.07%	53.85%
2012	100%	0%	50%	50%	8.33%	25%	16.67%	16.67%	41.66%

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	71.43%	28.57%	28.57%	14.29%	28.57%	0	57.14%
2012	100%	0%	42.86%	57.14%	0%	42.86%	28.58%	14.28%	14.28%

Dismissals

There was one dismissal 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+
2013	100%	0	100%	0	0	0	0	100%	0
2012	100%	0%	100%	0%	0%	0%	0%	0%	100%

Redundancies

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	0	0	100%
2012	100%	0	0%	100%	100%	0	0%	0%	100%

Ill-Health Retirements

There were no ill health retirement 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%	0%	0%	100%	0%	0%	0%	0%	100%

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

**RECOMMENDED that (1) the report be noted,
(2) recommendations be received as to improvements to current performance levels.**

SOURCE DOCUMENTS: FILE REFERENCES: