

Bolsover District Council

Union Employee Consultation Committee

9th October 2014

Equality Monitoring Report

Report of the Assistant Director of Human Resources

This report is public

Purpose of the Report

- To provide the Committee with equality data in relation to its employment practices for the period January to March 2014.

1 Report Details

- 1.1.1 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.
- 1.1.2 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	0.2%

#based on 2011 Census

##based on employee personal data as at 31st March 2014.

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##	1.45%	57.14%	0	0	0	0.2%	0	20.13%	20.7%

#based on 2011 Census

based on employee personal data as at 31st March 2014.

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 JANUARY TO MARCH 2014
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%	9.52%
HR17A - Percentage of employees from minority ethnic communities'	1.44%	0.50%	1.24%

Information and Analysis
Recruitment/Selection

Permanent Employees

For the period 1st January to 31st March, 2014 there were 13 vacancies (three of which were unfilled), 368 applications received, 77 shortlisted and 24 successful candidates, on three occasions there was more than one successful candidate per vacancy. For the period 1st January to 31st 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.

Applicants Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	97.28%	2.72%	46.19%	53.81%	2.98%	17.66%	34.51%	21.73%	26.10%
2013	97.5%	2.45%	46.57%	53.43%	3.43%	23.53%	35.29%	23.03%	18.15%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2014	92.40%	0.81%	0.27%	0.27%	6.25%
2013	87.74%	0.49%	0%	0.98%	10.79%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2014	49.19%	0.54%	0%	0%	0.27%	0%	30.81%	49.19%
2013	51.96%	0.49%	0.49%	0%	0.49%	0%	0.49%	46.08%

Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	98.70%	1.30%	58.44%	41.56%	10.39%	12.99%	29.87%	23.38%	33.76%
2013	100%	0%	51.68%	48.32%	3.37%	25.84%	25.84%	23.60%	24.72%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2014	90.90%	1.30%	0%	0%	7.80%
2013	85.39%	1.12%	0%	2.25%	11.24%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2014	55.85%	1.30%	0%	0%	1.30%	0%	1.30%	40.25%
2013	55.06%	0%	0%	0%	0%	0%	0%	44.94%

Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	100%	0%	66.66%	33.34%	4.16%	25%	20.83%	20.83%	33.34%
2013	100%	0%	62.5%	37.5%	6.25%	37.5%	31.25%	18.75%	12.5%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2014	83.33%	4.16%	0%	0%	12.51%
2013	81.25%	0%	0%	0%	18.75%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
2014	66.67%	0%	0%	0%	0%	0%	0%	33.33%
2013	43.75%	0%	0%	0%	0%	0%	0%	56.25%

Workforce Monitoring

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	98.2%	1%	52%	48%	10.2%	4.18%	19.76%	32.32%	43.72%
2013	99.18%	0.82%	53.69%	46.31%	7.38%	6.35%	23.16%	31.76%	38.73%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2014	66.74%	0	0	0.23%	32.79%
2013	66.60%	0	0	0.20%	33.20%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None	Prefer Not to Say
2014	53.25%	0	0	0	0.23%	0	1.16%	38.83%	6.5%
2013	52.46%	0	0	0	0.20%	0	1.03%	46.31%	Not included in the last report

Employee numbers are based on headcount @ 31st March 2014 with comparative figures @ 31st March 2013.

Training/Development

126 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+
2014	100%	0	68.26%	31.74%	10.32%	3.97%	12.69%	37.30%	45.24%
2013	100%	0	62.28%	37.72%	3.51%	4.38%	28.95%	37.72%	28.95%

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
2014	60.31%	0	0	0	40.47%
2013	67.54%	0	0	0	32.46%

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Seikh	Any other	None	Prefer Not to Say
2014	48.41%	0	0	0	0	0	0	42.06%	8.73%
2013	48.25%	0	0	0	0	0	0.87%	50.88%	Not included in the last report

Discipline

There were no disciplinary actions during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	0	0	0	0	0	0	0	0	0
2013	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+
2014	0	0	0	0	0	0	0	0	0
2013	0	0	0	0	0	0	0	0	0

Labour Turnover

There have been 7 leavers during this period, the breakdown is as follows: -

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	100%	0	57.14%	47.15%	0	0	14.28%	28.57%	57.14
2013	100%	0	52.78%	47.22%	8.33%	72.22%	8.33%	2.78%	16.67%

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+
2014	100%	0	57.14%	47.15%	0	0	14.28%	28.57%	57.14
2013	100%	0	50%	50%	30%	10%	20%	10%	60%

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+
2014	0	0	0	0	0	0	0	0	0
2013	0	0	0	0	0	0	0	0	0

Redundancies

There was 1 redundancy during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	100%	0	100%	0	0	0	0	0	100%
2013	0	0	0	0	0	0	0	0	0

II-Health Retirements

There were no ill health retirement during this period.

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
2014	0	0	0	0	0	0	0	0	0
2013	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

RECOMMENDED that (1) the report be noted,

(2) recommendations be received as to improvements to current performance levels.

SOURCE DOCUMENTS:

FILE REFERENCES: