

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 April to June 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% | 0.95% | 0 | 0 | 0.2% |

#based on 2011 Census

##based on employee personal data as at 30th June 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## | 0.9% | 54% | 0 | 0 | 0 | 0.2% | 0 | 29% | 16% |

#based on 2011 Census

based on employee personal data as at 30th June 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 APRIL TO JUNE 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% | 13.04% |
| HR16A - Percentage of disabled employees (permanent employees) | 5.24% | 6% | 10.26% |
| HR17A - Percentage of employees from minority ethnic communities' | 1.44% | 0.50% | 0.95% |

Information and Analysis Recruitment/Selection

Permanent Employees

For the period 1st April to 30th June, 2014 there were 21 vacancies advertised, 149 applications received, 92 candidates shortlisted and 30 successful applicants (on 4 occasions there was more than one post per vacancy). Two vacancies were unfilled. For the period 1st April to 30th June, 2013 there were 14 vacancies advertised, 143 applications received, 58 candidates shortlisted and 32 successful candidates.

Applicants Breakdown

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|-------------|---------------|---------------|---------------|---------------|-----------------|---------------|---------------|---------------|---------------|
| 2014 | 96.64% | 3.36% | 42.95% | 57.05% | 4.69% | 19.46% | 46.31% | 24.16% | 10.07% |
| 2013 | 95.81% | 4.19% | 46.15% | 53.85% | 7.69% | 16.08% | 34.26% | 23.07% | 26.59% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-------|---------|----------|-------------------|
| 2014 | 91.28% | 0% | 0% | 0% | 8.72% |
| 2013 | 84% | 2.09% | 0% | 0.69% | 13.22% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|-------|-----------|------------------------|
| 2014 | 54.36% | 0.67% | 0% | 0% | 0.67% | 0.67% | 1.34% | 42.29% |
| 2013 | 50.34% | 0% | 0% | 0% | 0% | 0% | 0% | 49.66% |

Shortlisted Candidates Breakdown

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|------|--------|--------|--------|--------|----------|--------|--------|--------|--------|
| 2014 | 97.83% | 2.17% | 45.65% | 54.35% | 3.26% | 15.22% | 48.91% | 21.74% | 14.13% |
| 2013 | 96.56% | 3.44% | 34.49% | 65.51% | 6.89% | 32.14% | 29.31% | 25.86% | 12.69% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-------|---------|----------|-------------------|
| 2014 | 94.56% | 0% | 0% | 0% | 5.44% |
| 2013 | 81.85% | 2.18% | 0% | 2.18% | 13.79% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|-------|-----------|------------------------|
| 2014 | 58.70% | 0% | 0% | 0% | 0% | 2.18% | 4.34% | 34.78% |
| 2013 | 58.63% | 0% | 0% | 0% | 0% | 0% | 0% | 41.37% |

Successful Candidates

| Year | White | Ethnic | Male | Female | Disabled | 16-24 | 25-39 | 40-49 | 50+ |
|------|-------|--------|--------|--------|----------|--------|--------|--------|--------|
| 2014 | 100% | 0% | 53.33% | 46.67% | 3.33% | 26.67% | 40% | 23.33% | 10% |
| 2013 | 0% | 100% | 57.15% | 42.85% | 7.14% | 14.28% | 14.28% | 42.86% | 28.58% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-----|---------|----------|-------------------|
| 2014 | 90% | 0% | 0% | 0% | 10% |
| 2013 | 92.86% | 0% | 0% | 0% | 7.14% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Sikh | Any other | None/Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|------|-----------|------------------------|
| 2014 | 66.66% | 0% | 0% | 0% | 0% | 0% | 0% | 3.34% |
| 2013 | 42.86% | 0% | 0% | 0% | 0% | 0% | 0% | 57.14% |

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 | 99.21% | 0.79% | 53.97% | 46.03% | 7.74% | 7.15% | 22.62% | 32.34% | 37.89% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-----|---------|----------|-------------------|
| 2014 | 66.74% | 0% | 0% | 0.23% | 32.79% |
| 2013 | 68.85% | 0% | 0% | 0.20% | 30.95% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Seikh | Any other | None | Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|-------|-----------|--------|-------------------|
| 2014 | 53.68% | 0% | 0% | 0% | 0.24% | 0% | 0.95% | 16.15% | 28.98% |
| 2013 | 53.37% | 0% | 0% | 0% | 0% | 0% | 1.19% | 17.46% | 27.98% |

Employee numbers are based on headcount at 30th June 2014 with comparative figures at 30th June 2013.

Training/Development

89 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% | 39.64% | 60.36% | 0% | 1.80% | 16.22% | 39.64% | 42.34% |

| Year | Heterosexual | Gay | Lesbian | Bisexual | Prefer Not to Say |
|------|--------------|-----|---------|----------|-------------------|
| 2014 | 68.54% | 0% | 0% | 0% | 31.46% |
| 2013 | 75.55% | 0% | 0% | 0% | 24.45% |

| Year | Christian | Buddhist | Hindu | Jewish | Muslim | Seikh | Any other | None | Prefer Not to Say |
|------|-----------|----------|-------|--------|--------|-------|-----------|--------|---------------------------------|
| 2014 | 53.93% | 0% | 0% | 0% | 0% | 0% | 1.12% | 17.98% | 24.71% |
| 2013 | 54.45% | 0% | 0% | 0% | 0% | 0% | 1.11% | 44.44% | Not included in the last report |

Voluntary Leavers

There have been 9 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% | 66.66% | 33.33% | 11.11% | 0% | 22.22% | 11.11% | 66.66% |
| 2013 | 100% | 0% | 100% | 0% | 0% | 0% | 42.86% | 28.57% | 28.57% |

Dismissals

There has been 1 dismissal on grounds of capability during this period.

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

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+ |
|-------------|--------------|---------------|-------------|---------------|-----------------|--------------|--------------|--------------|------------|
| 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: