

**Bolsover District Council**

**Union Employee Consultation Committee**

**12<sup>th</sup> March 2015**

**Equality Monitoring Report July to September 2014 and October to December 2014.**

**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 recruitment practices for the periods of July to September and October to December 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 recruitment and selection practices. This report does not cover corporate policy/service delivery monitoring.
- 1.1.2 Ordinarily the Committee receives information and data every quarter across both its workforce and recruitment and selection practices. Although on this occasion due to ongoing resourcing issues the usual comprehensive information for the last 2 quarters has been limited to the recruitment and selection area. However on reviewing the previous information submitted to past Committees there is a concern that by analysing information covering such short periods of time, where there is very limited change, any specific trend may get missed. It is considered that if this information was scrutinised annually for instance, it would provide far more meaningful data and enable Committee members to identify trends or issues more easily.

**Information and Analysis**  
**Recruitment/Selection 1<sup>st</sup> July to 30<sup>th</sup> September, 2014**

**Permanent Employees**

For the period 1<sup>st</sup> July to 30<sup>th</sup> September, 2014 there were 18 vacancies advertised, 44 applications received, 34 candidates shortlisted and 20 successful candidates. Out of the vacancies advertised there were no applications received for five of the positions and on two occasions there were more than one successful applicant appointed to the posts. For the period 1<sup>st</sup> July to 30<sup>th</sup> September, 2013 there were 22 vacancies advertised, 97 applications received, 44 candidates shortlisted and 20 successful candidates.

**Applicants Breakdown**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
<b>2014</b>	100%	0	68.18%	31.82%	6.82%	25%	34.09%	22.73%	18.18%
	<b>44</b>	<b>0</b>	<b>30</b>	<b>14</b>	<b>3</b>	<b>11</b>	<b>15</b>	<b>10</b>	<b>8</b>
<b>2013</b>	98.96%	1.04%	64.94%	35.06%	6.18%	17.52%	42.26%	23.71%	16.51%
	<b>96</b>	<b>1</b>	<b>63</b>	<b>34</b>	<b>6</b>	<b>17</b>	<b>41</b>	<b>23</b>	<b>16</b>

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
<b>2014</b>	86.37%	1.04%	0%	0%	11.36%
	<b>38</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>
<b>2013</b>	92.78%	1.04%	0%	0%	6.18%
	<b>89</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
<b>2014</b>	45.45%	0%	0%	0%	0%	0%	0%	54.55%
	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>
<b>2013</b>	48.45%	0%	0%	0%	0%	0%	0%	51.55%
	<b>48</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>49</b>

### Shortlisted Candidates Breakdown

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
<b>2014</b>	100%	0%	67.65%	32.35%	0%	20.59%	41.18%	23.54%	14.70%
	<b>34</b>	<b>0</b>	<b>23</b>	<b>11</b>	<b>0</b>	<b>7</b>	<b>14</b>	<b>8</b>	<b>5</b>
<b>2013</b>	97.73%	2.27%	61.36%	38.64%	11.36%	18.18%	50%	15.90%	15.92%
	<b>43</b>	<b>1</b>	<b>27</b>	<b>17</b>	<b>5</b>	<b>8</b>	<b>22</b>	<b>7</b>	<b>7</b>

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
<b>2014</b>	73.53%	2.94%	0%	0%	23.53%
	<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>
<b>2013</b>	40.90%	0%	0%	0%	59.10%
	<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
<b>2014</b>	55.88%	0%	0%	0%	0%	0%	0%	44.12%
	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>
<b>2013</b>	93.18%	0%	9%	0%	0%	0%	0%	6.82%
	<b>25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>

### Successful Candidates

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
<b>2014</b>	100%	0%	50%	50%	0%	20%	50%	25%	5%
	<b>20</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>4</b>	<b>10</b>	<b>5</b>	<b>1</b>
<b>2013</b>	95%	5%	70%	30%	10%	30%	45%	20%	5%
	<b>19</b>	<b>1</b>	<b>13</b>	<b>7</b>	<b>2</b>	<b>6</b>	<b>9</b>	<b>4</b>	<b>1</b>

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
<b>2014</b>	85%	0%	0%	0%	15%
	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
<b>2013</b>	90%	0%	0%	0%	10%
	<b>19</b>				<b>1</b>

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
<b>2014</b>	60%	0%	0%	0%	0%	0%	0%	40%
	<b>12</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>
<b>2013</b>	30%	0%	0%	0%	0%	0%	0%	70%
	<b>7</b>							<b>14</b>

### **Information and Analysis**

#### **Recruitment/Selection 1<sup>st</sup> October to 31<sup>st</sup> December, 2014**

#### **Permanent Employees**

For the period 1<sup>st</sup> October to 31<sup>st</sup> December, 2014 there were 23 vacancies advertised (5 of which were unfilled), 96 applications received, 70 shortlisted and 18 successful candidates. On one occasion there was more than one successful candidate per vacancy.

For the period 1<sup>st</sup> October to 31<sup>st</sup> 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**).

#### **Applicants Breakdown**

<b>Year</b>	<b>White</b>	<b>Ethnic</b>	<b>Male</b>	<b>Female</b>	<b>Disabled</b>	<b>16-24</b>	<b>25-39</b>	<b>40-49</b>	<b>50+</b>
<b>2014</b>	97.92%	2.08%	55.21%	44.79%	4.16%	10.42%	35.42%	28.12%	26.04%
	<b>94</b>	<b>2</b>	<b>53</b>	<b>43</b>	<b>4</b>	<b>10</b>	<b>34</b>	<b>27</b>	<b>25</b>
<b>2013</b>	94.92%	5.08%	77.96	22.04%	2.54	25.42%	24.57%	29.67%	20.34%
	<b>112</b>	<b>6</b>	<b>92</b>	<b>26</b>	<b>3</b>	<b>30</b>	<b>29</b>	<b>35</b>	<b>24</b>

<b>Year</b>	<b>Heterosexual</b>	<b>Gay</b>	<b>Lesbian</b>	<b>Bisexual</b>	<b>Prefer Not to Say</b>
<b>2014</b>	78.13%	1.04%	0%	0%	20.83%
	<b>75</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>20</b>
<b>2013</b>	66.10%	0%	0%	0.85%	33.05%
	<b>78</b>			<b>1</b>	<b>39</b>

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
<b>2014</b>	47.92%	1.04%	0%	0%	0%	0%	3.12%	47.92%
	<b>46</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>46</b>
<b>2013</b>	80.50%	0%	0%	0%	0%	0%	0.85%	18.65%
	<b>95</b>						<b>1</b>	<b>22</b>

#### **Shortlisted Candidates Breakdown**

Year	White	Ethnic	Male	Female	Disabled	16-24	25-39	40-49	50+
<b>2014</b>	97.94%	2.86%	57.14%	42.86%	5.71%	7.14%	35.72%	30.00%	27.14%
	<b>68</b>	<b>2</b>	<b>40</b>	<b>30</b>	<b>4</b>	<b>5</b>	<b>25</b>	<b>21</b>	<b>19</b>
<b>2013</b>	92.54%	7.46%	65.67%	34.33%	1.49%	22.39%	31.34%	23.88%	22.39%
	<b>95</b>	<b>5</b>	<b>44</b>	<b>23</b>	<b>1</b>	<b>15</b>	<b>21</b>	<b>16</b>	<b>15</b>

Year	Heterosexual	Gay	Lesbian	Bisexual	Prefer Not to Say
<b>2014</b>	82.86% <b>58</b>	1.43% <b>1</b>	0% <b>0</b>	0% <b>0</b>	0% <b>0</b>
<b>2013</b>	65.67% <b>44</b>	0%	0%	0%	34.33% <b>23</b>

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
<b>2014</b>	54.29% <b>38</b>	1.43% <b>1</b>	0% <b>0</b>	0% <b>0</b>	0% <b>0</b>	0% <b>0</b>	5.71% <b>4</b>	38.57% <b>27</b>
<b>2013</b>	61.19% <b>41</b>	0%	0%	0%	0%	0%	2.99% <b>2</b>	35.82% <b>24</b>



### **Successful Candidates**

<b>Year</b>	<b>White</b>	<b>Ethnic</b>	<b>Male</b>	<b>Female</b>	<b>Disabled</b>	<b>16-24</b>	<b>25-39</b>	<b>40-49</b>	<b>50+</b>
<b>2014</b>	100%	0%	44.45%	55.55%	5.55%	11.11%	50%	11.11%	27.78%
	<b>18</b>	<b>0</b>	<b>8</b>	<b>10</b>	<b>1</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>5</b>
<b>2013</b>	88.89%	11.11%	88.88%	11.11%	0%	44.44%	38.89%	16.67%	0%
	<b>16</b>	<b>2</b>	<b>16</b>	<b>2</b>		<b>8</b>	<b>7</b>	<b>3</b>	

<b>Year</b>	<b>Heterosexual</b>	<b>Gay</b>	<b>Lesbian</b>	<b>Bisexual</b>	<b>Prefer Not to Say</b>
<b>2014</b>	94.45%	0%	0%	0%	5.55%
	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>2013</b>	94.45%	0%	0%	0%	5.55%
	<b>17</b>				<b>1</b>

Year	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other	None/Prefer Not to Say
<b>2014</b>	61.11%	0%	0%	0%	0%	0%	0%	38.89%
	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
<b>2013</b>	94.45%	0%	0%	0%	0%	0%	0%	5.55%
	<b>17</b>							<b>1</b>

### **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) recommendations be received as to improvements to current equality practices,

(2) That for the future an annual report is produced for the Committee commencing with a full equality breakdown for 2014/15 of its workforce and employment practices including its recruitment and selection processes as well the Council's performance against agreed performance indicators at its next Committee.