



EQUALITY INFORMATION SUMMARY 2015/16

Under Section 149 of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, the Council is required to publish information which demonstrates our compliance with the general equality duty. This summary sets out equality information relating to recruitment practices and workforce information at Bolsover District Council.

1. Headline results

- Women account for 47.19% of the workforce at March 2016
- 52% of our top 5% of earners in 2015/16 were female
- In 2015/16, 10.26% of the workforce declared themselves as disabled, exceeding our target of 6%
- In 2015/16, 1.40% of the workforce declared themselves as from a minority ethnic background
- Analysis of our age profile shows that in 2015/16, 39.16% of our workforce was aged 50 years or more
- Recruitment and Selection – There were fluctuations in the number of vacancies throughout the year and fewer applicants from black/minority/ethnic communities overall. There were also consistently more female than male applicants and of these applicants generally more males than females were successful in obtaining employment.
- Workforce Monitoring – There was a general increase in employees declaring they meet the Equality Act 2010 and a significant increase in females during October to December 2015.
- Learning and Development – There were fluctuations in the number of places 'taken up' with regard to off the job training and considerably more males than females attended consistently during the year.

2. Monitoring of employment policies

The Council currently has a number of ways it monitors the effects of its policies on employees, which are co-ordinated by the Human Resources and Payroll Department. The authority undertakes equalities monitoring at all stages of the employment process. This is achieved through methods such as employee surveys and exit questionnaires. Monitoring information is collected for gender; ethnicity; disability; age; sexual orientation; religion or belief (see Figure 6)

Equalities monitoring with regard to employment practices provides statistical data on the following:-

- Job applicants
- Shortlisted candidates
- Successful candidates

- Workforce monitoring
- Training and development
- Discipline
- Grievances (including harassment and bullying)
- Labour turnover
- Voluntary leavers
- Dismissals
- Redundancy
- Ill health retirements
- Efficiency of the service

In addition, annual monitoring takes place on pay decisions relating to appointment within grades and the awarding of market supplements.

3. Recruitment Monitoring

During 2015/16 there were 46 vacancies advertised (4 of which were unfilled), 471 applications received, 214 shortlisted and 79 successful candidates. On numerous occasions there was more than one successful candidate per vacancy i.e. more than one post available. Of those applications received, 174 were from males and 297 from females, 12 from ethnic communities and 22 from disabled people. Applicants short-listed for interview included equal numbers from males and females (107), 3 from ethnic communities and 13 from disabled people. Successful applicants included 47 males, 32 females, 0 from ethnic communities and 2 disabled.

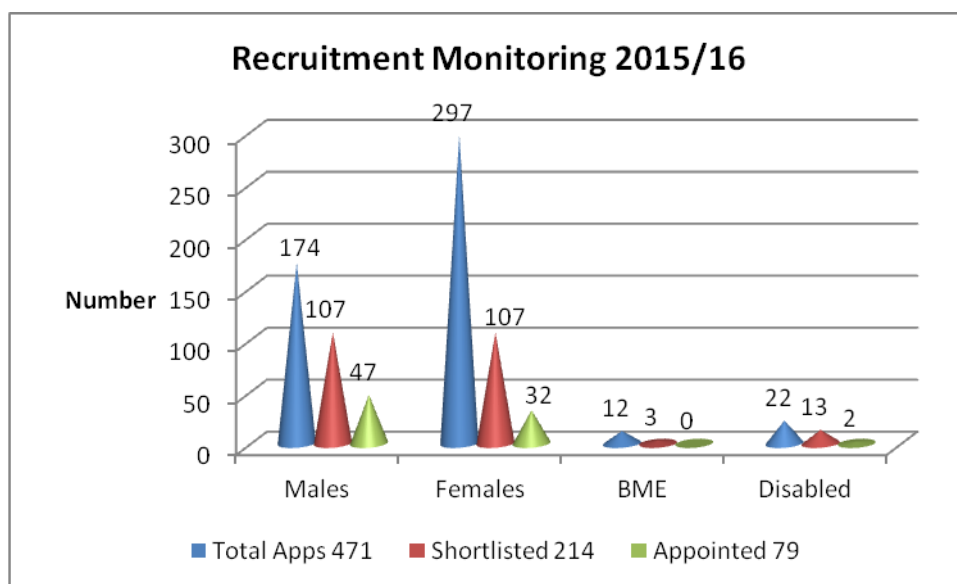


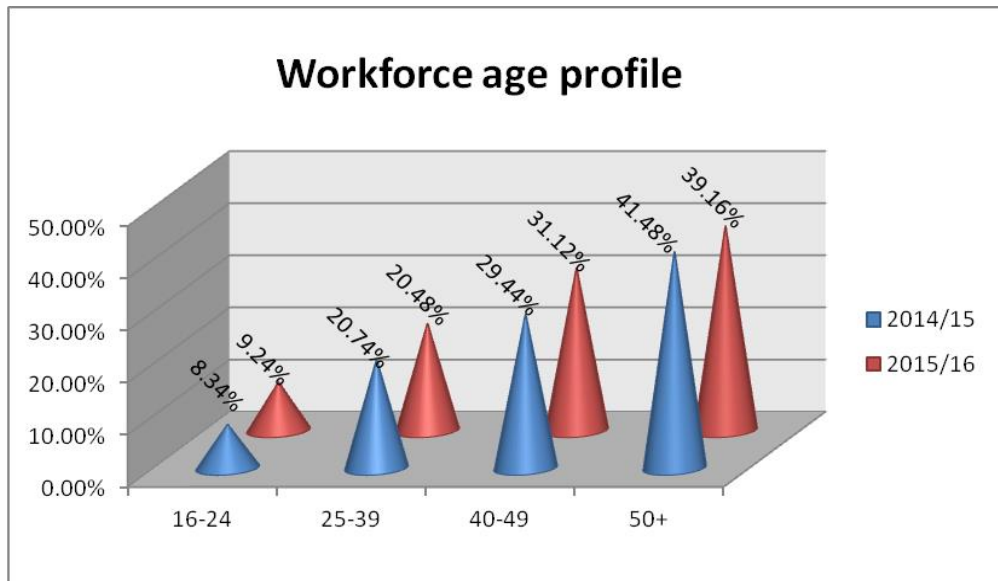
Fig 1: No of applications and number appointed split by male, female, BME and disabled

4. Workforce Equality Information

At March 2016, the Council had 498 employees, 235 (47.19%) of whom are female and 263 (52.81%) of whom are male.

During 2015/16, 47.19% of our employees were female; 52.81% were male; 99% declared their ethnicity as white and 1% declared as ethnic minorities; 9.84% of our workforce declared themselves to be disabled. Figure 1 below illustrates the age profile of our workforce.

Fig 2: Workforce age profile

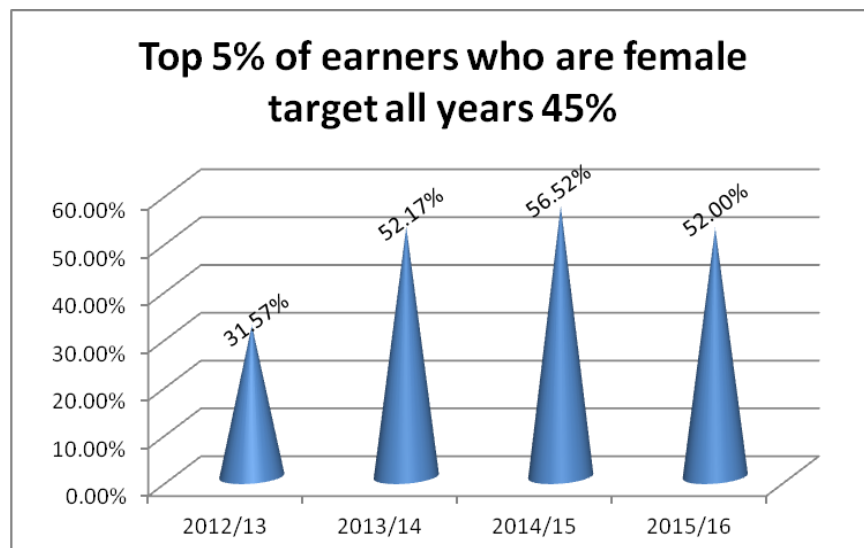


Top 5% of earners; gender, disability and ethnicity

The following tables (Figures 3-9) show Bolsover District Council's performance towards its employment equality objectives. This data is drawn from our performance management system and is regularly monitored by senior managers, employee groups and elected Members. We also monitor our annual out-turns for these indicators against those of comparable Shire Districts.

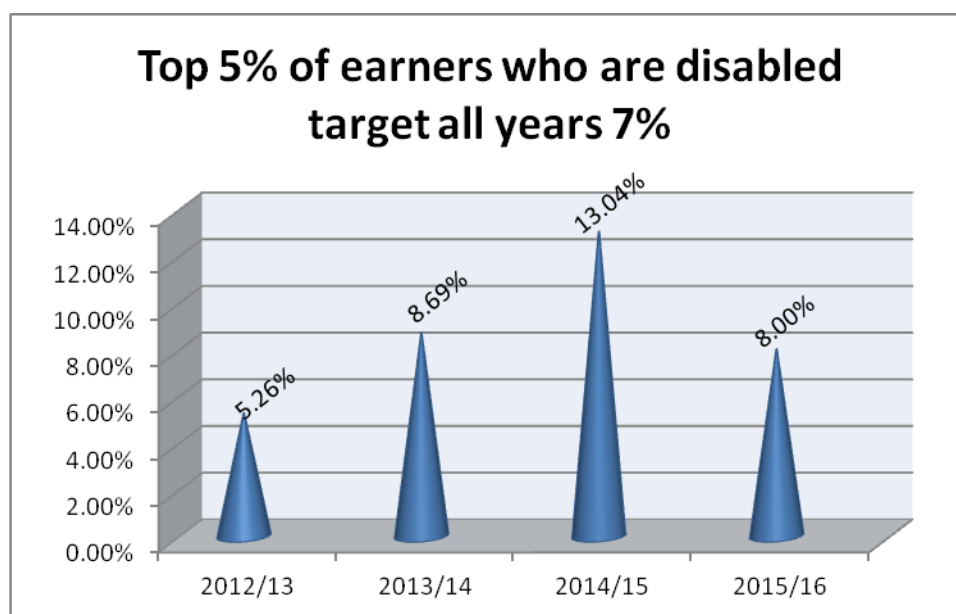
As Figure 1 below shows the number of females who are in the top 5% of earners, which has slightly decreased but still exceeded the target of 45.00%

Fig 3: Top 5% of earners who are female



As Figure 3 below illustrates, we exceeded our target of 7.00% of the top 5% of earners who declared a disability this year, achieving 8%

Fig 4: Top 5% of earners who are disabled



*Data fluctuations between years due to low numbers of employees in qualifying group.

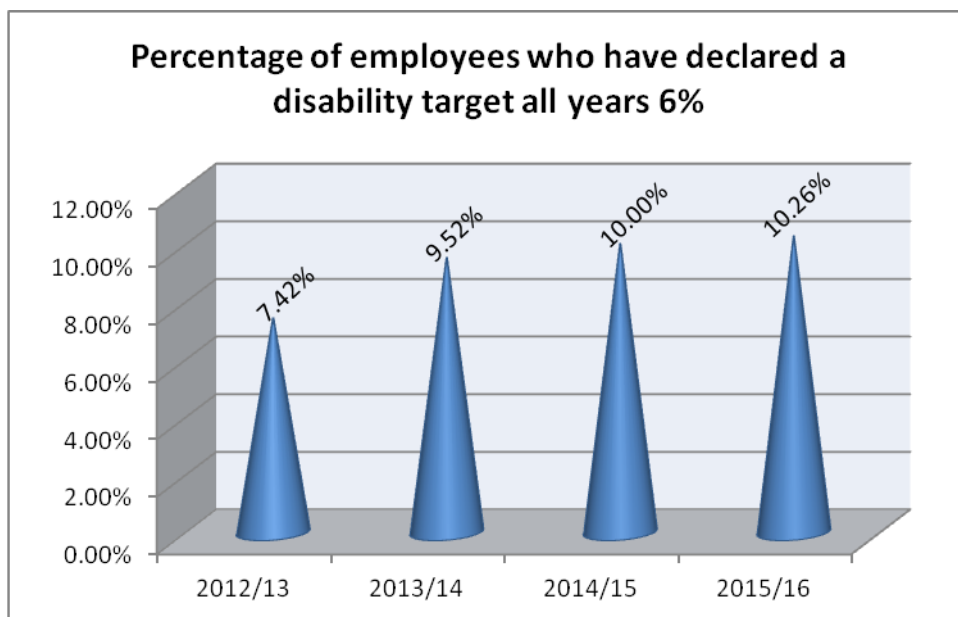
The District population profile indicates a decrease in the ethnic minority population from 2.9% in 2009 to 1.9% in 2011 and we have one of the lowest ethnic minority populations in the East Midlands region. Our target for the top 5% of earners who declared an ethnic minority background was reviewed in 2008 but as the authority employs so few employees who have declared an ethnic minority background a target seems superfluous any increase in this area would be welcomed.

Fig 5: Top 5% of earners from an ethnic minority background

Year	Value	Target
2015/16	0.00%	0.00%
2014/15	0.00%	0.00%
2013/14	0.00%	0.00%
2012/13	0.00%	0.00%
2011/12	0.00%	0.00%
2010/11	0.00%	0.00%

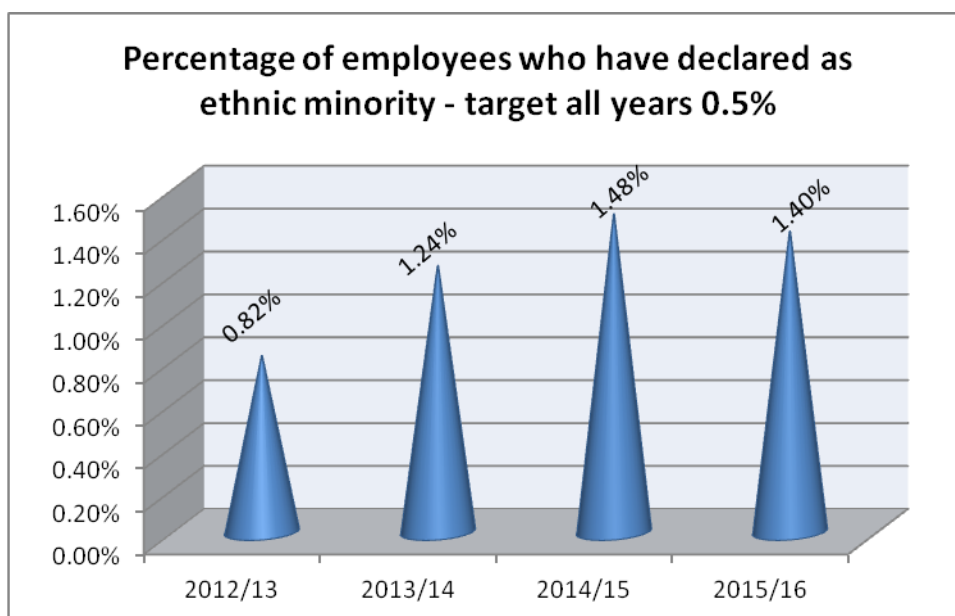
The profile of our community indicates higher than average levels of long-term ill health and disability, as Figure 6 below shows, the percentage of employees who declared a disability was 10% in 2014/15 against a target of 6.00%. This has also increased to 10.26% for 2015/16.

Fig 6: Percentage of employees who have declared a disability



The ethnic minority composition of our workforce is broadly representative of our community. Efforts to attract candidates from ethnic minority groups have been made through targeted advertising via hard to reach groups. In 2015/16, we achieved 1.40% out-turn compared to 1.48% in 2014/15.

Fig 7: Percentage of employees who have declared as ethnic minority



The table below (Figure 7) shows equality monitoring information across the whole of the Council's workforce from April 2012 – March 2016.

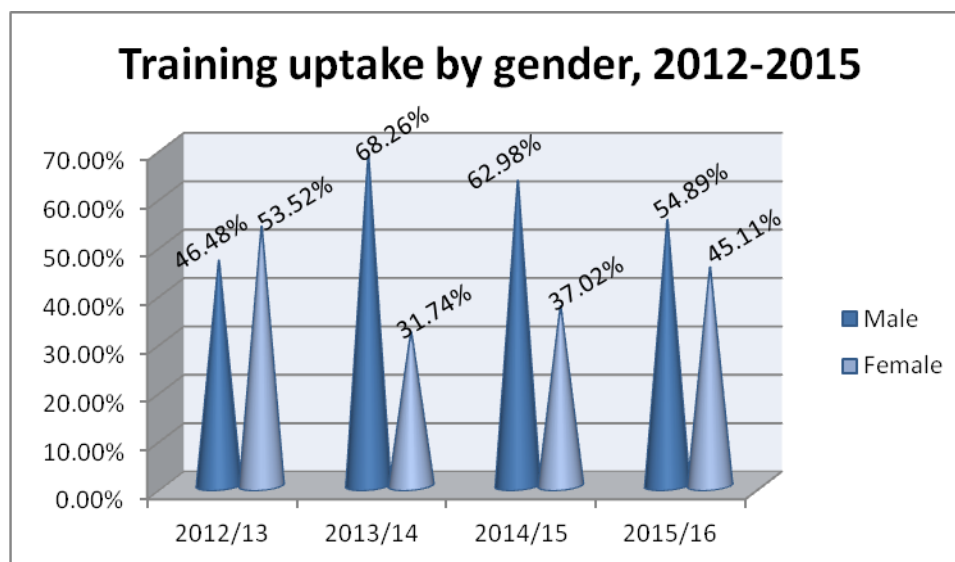
Fig 8: Workforce Equality Monitoring Data at March 2016

Equality Group	2012/13	2013/14	2014/15	2015/16
White	99.18%	98.8%	98.52%	99%
BEM	0.82%	1.2%	1.48%	1%
Male	53.69%	52%	54.63%	52.81%
Female	46.31%	48%	45.37%	47.19%
Disabled	7.37%	9.52%	10.00%	9.84%
Age 16-24	6.35%	4.18%	8.34%	9.24%
Age 25-39	23.16%	19.76%	20.74%	20.48%
Age 40-49	31.76%	32.32%	29.44%	31.12%
Age 50 and over	38.73%	43.72%	41.48%	39.16%
Heterosexual*	66.60%	66.74%	73.89%	76.70%
Gay, lesbian or bisexual*	0.20%	0.23%	0.37%	0.60%
Christian*	52.46%	53.25%	54.07%	54.01%
Any other religion or belief*	1.03%	1.39%	1.85%	2.01%
No religion or belief*	46.31%	38.83%	20.00%	43.98%

*Provision of monitoring information for these categories is optional.

The Council monitors training uptake by gender, to ensure that all our employees are able to access learning and development opportunities. Figure 8 below shows our progress on this.

Fig 9: Training uptake by gender, 2010-2016



Source: Human Resources and Payroll Department

5. Workforce monitoring data: 2015/16

Discipline

There were no disciplinary actions during 2015/16.

Grievances (including harassment and bullying)

There were no grievances lodged during 2015/16.

Learning and Development

During 2015/16, 716 'off the job' training places have been taken up, the majority by males (54.89%).

Labour Turnover

During 2015/16 there were 62 leavers. Of the total number of leavers, 69.35% were male; 30.64% were female; 12.90% were disabled. There were 36 voluntary leavers, of whom 58.33% were male; 41.66% were female; 16.66% were disabled. Figure 9 below shows the total labour turnover by age band.

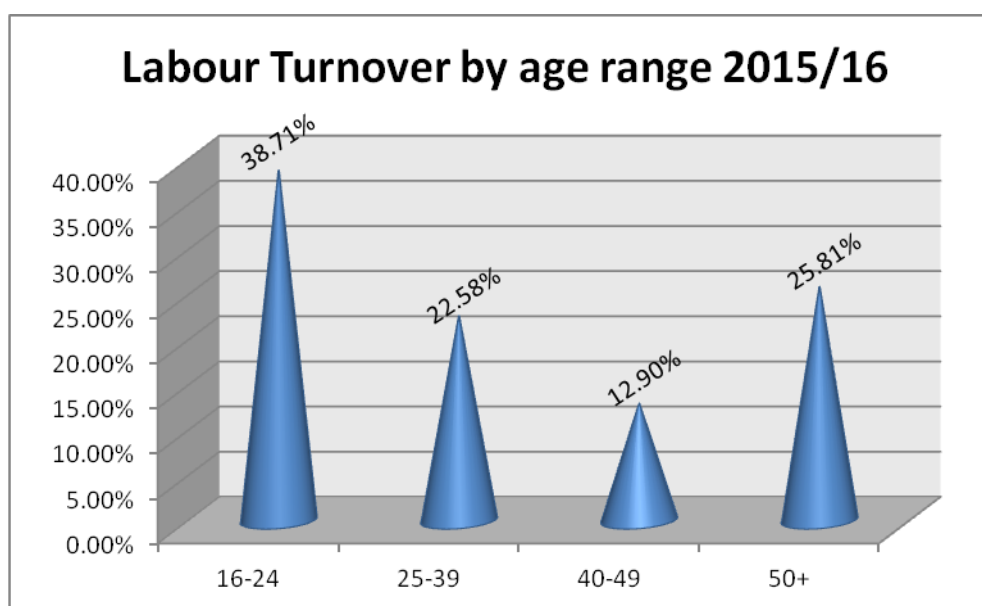


Fig 10: All Leavers by Age Range

Dismissals

There were no dismissals during 2015/16.

Redundancy/Efficiency of Service

There were two redundancies during 2015/16.

Ill Health Retirement

There were no ill health retirements during this period.

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 indicates that the local population is 75,866, of which 37,442 are economically active.

	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%	0.80%	0.20%	0%	0%

#based on 2011 Census

##based on employee personal data as at 31st March 2016.

An analysis of Bolsover District's population and workforce in respect of religion/beliefs is as follows:-

	Other	Christian	Hindu	Sikh	Buddhist	Muslim	Prefer Not to Say	No Religion
Population#	0.3%	65.2%	0.1%	0.1%	0.2%	0.2%	6.9%	27%
Workforce##	1.81%	54.01%	0%	0.20%	0%	0%	22.29%	21.69%

#based on 2011 Census

based on employee personal data as at 31st March 2016.

We introduced monitoring for sexual orientation and religion or belief across all our employment practices in 2008.

Sexual Orientation

While 22.70% of our employees prefer not to declare their sexual orientation, 76.70% of our employees declared themselves to be heterosexual.

Religion or Belief

54.01% of our workforce has declared themselves to be Christian; 2.01% have declared another religion or other belief; and 43.98% have declared no belief at all.

6. Senior Pay Policy

Following consideration and approval at Council on 1st March 2012, our Policy for Senior Management pay is available on our website as required by the Localism Act 2011 and is updated on an annual basis.