

Appendix 1

Equalities Monitoring 2008/9

1 Introduction

1:1 According to the terms of the Race Relations (Amendment) Act, The Disability Discrimination (Public Authorities) Regulations 2005, and the Sex Discrimination Act 1975 (Public Authorities)(Statutory Duties) Order 2006, the Authority is legally obliged to:

....monitor, by reference to the racial groups to which they belong, disability and gender:

- a) the numbers of _
 - i) staff in _ post, and,
 - ii) applicants for employment, training and promotion, from each group, and,

- b) the numbers of staff from each group who -
 - i) receive training,
 - ii) benefit or suffer detriment as a result of its performance assessment procedures,
 - iii) are involved in grievance procedures,
 - iv) are the subject of disciplinary procedures, or,
 - v) cease employment.”

1:2 It was agreed under the terms of the Race Equality Scheme Action Plan, The Disability Equality Scheme Action Plan and the Gender Equality Scheme Action Plan to report these statistics annually.

1:3 Tables 1, 2 & 3 in section 2 of this report show the outcomes of monitoring for the whole Authority (including the Leisure Business Unit) for the period between 1 April 2008 to 31 March 2009.

1:4 Item b)i above, numbers of staff who receive training, is reported separately for the Leisure Business Unit and the remainder of the Council in Tables 4a & 4b in section 2 of this report, as these two “entities” are assessed separately for Investors in People and are obliged by this regime to maintain separate monitoring systems.

1:5 Monitoring does not take place for item b)ii above as the Council does not operate a performance related pay system.

1:6 The figures contained in the following tables should be analysed within the context of the demographic distribution within the borough of the groups being monitored. With regards to ethnicity, the 2001 Census identified that within the Borough over 98% of all residents describe themselves as “White”. Less than 0.2% of residents describe themselves as being Black, Asian,

Chinese, Any Other Ethnic Group or Mixed respectively. The gender distribution of the Borough is that 51% of residents are female, and 49% male. 2.90% of residents considered themselves to be long term sick or disabled. With regards to the age demographic of the Borough, there is a fairly equal distribution between those aged between 25 to 65. There are fewer people aged between 16 to 25 with a significant dip in those aged between 19 to 24.

2 Outcome of Workforce Monitoring

2:1 Table 1 – Monitoring by ethnic group

Category	Total	White	Black	Asian	Other
Number of staff in post	426	413	1	8	4
Applicants for employment	480	400	20	24	10
Number appointed	27	27	0	0	0
Applicants for promotion	2	2	0	0	0
Disciplinary proceedings	8	7	1	0	0
Grievance proceedings	0	0	0	0	0
Number ceased employment	51	50	1	0	0

Discrepancies in the above figures are attributable to some applicants for posts declining to disclose their ethnic identity.

2:2 Table 2 – Monitoring by gender

Category	Total	Male	Female
Number of staff in post	426	254	172
Applicants for employment	480	231	249
Number appointed	28	10	18
Applicants for promotion	2	1	1
Disciplinary proceedings	8	7	1
Grievance proceedings	0	0	0
Number ceased employment	51	21	30

2:3 Table 3 – Monitoring by disability

Category	Total	Disabled	Non disabled
Number of staff in post	426	5	421
Applicants for employment	480	14	438
Number appointed	28	0	2
Applicants for promotion	2	0	19
Disciplinary proceedings	8	0	8
Grievance proceedings	0	0	0
Number ceased employment	51	0	51

The discrepancy in the figures for applicants for employment is due to some applicants not indicating whether they considered themselves to be disabled.

2:4 Analysis of staff receiving training

2:4:1 Table 4a –Instances of staff within the Council (excluding the Leisure Business Unit) receiving training for which a direct cost has been incurred.

In order to comply with “equal opportunities” monitoring within the framework of the Investors in People standard, both the the “main body” of the Council and the Leisure Services Business Unit monitor the take up of training according to ethnic origin, gender, disability and age.

The table below does not reflect the many instances of in house training for which a minimal or indeed no charge is incurred.

Total	White	Non White	Male	Female	Disabl ed	Under 25	25 - 39	40 - 54	Over 54
208	201	7	97	111	1	13	89	83	23

2:4:2 Table 4b –Instances of staff receiving training in the Leisure Business Unit.

The figures below include training given to both permanent and casual employees of the LSBU.

Total	White	Non White	Male	Female	Disabl ed	Under 25	25 - 39	40 - 54	Over 54
395	389	6	197	198	0	171	145	68	11