

SOUTH AYRSHIRE COUNCIL

**REPORT BY ACTING HEAD OF HUMAN RESOURCES  
TO HUMAN RESOURCES COMMITTEE  
OF 15 JUNE 2006**

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**SUBJECT:    EQUALITIES MONITORING**

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**1.    Purpose.**

1.1    To advise members of equalities monitoring information for the quarter January – March 2006 the Equalities Monitoring Statement as at March 2006.

**2.    Background.**

2.1    To comply with the specific duties for Public Bodies under the Race Relations (Amendment) Act 2000 and as part of the Council's Race Equality Strategy, the Council is required to compile and publish equalities statistics on a regular basis.

**3.    Considerations.**

3.1    The Equalities Monitoring Statement as at March 2006, together with relevant monitoring information for the quarter January – March 2006 are as shown in Appendix 1.

**4.    Resource Implications.**

None.

**5.    Results of Public Consultation.**

Not applicable.

**6.    Recommendations.**

6.1    Members are asked to note the statistics relating to equalities monitoring as contained within the Appendix to this report.

**Background Papers.**

Race Relations (Amendment) Act 2000  
Race Equality Strategy.

**Person to Contact:   John Singleton, Acting HR Manager, 01292 612633**

**Date:                    1<sup>st</sup> June, 2006**

## SOUTH AYRSHIRE COUNCIL

### EQUALITIES MONITORING STATEMENT AS AT MARCH 2006

#### 1. Employees In Post

The number of staff in post, as at the date of the Statement, by ethnic background, gender and disability by department, is as follows: -

**Fig 1: Breakdown of Employees by Ethnicity**

| Department                              | Asian or Asian British - Indian | Asian or Asian British - Other | Black or Black British - African | Black or Black British - Caribbean | Black or Black British - Other | Mixed - Other | Other    | Unknown   | White - British | White - English | White - Irish | White - Other | White - Scottish | White - Welsh | Not Recorded | Total       |
|---|---------------------------------|--------------------------------|----------------------------------|------------------------------------|--------------------------------|---------------|----------|-----------|-----------------|-----------------|---------------|---------------|------------------|---------------|--------------|-------------|
| Chief Executives                        | 1                               |                                |                                  |                                    |                                |               |          |           | 6               | 9               | 2             | 1             | 269              |               |              | 288         |
| Development Safety and Regulation       |                                 | 1                              |                                  | 1                                  |                                |               | 2        |           |                 | 10              | 1             | 3             | 314              | 1             |              | 333         |
| Education Culture and Lifelong Learning |                                 |                                | 1                                |                                    | 1                              | 1             | 3        | 94        | 269             | 37              | 24            | 53            | 1651             | 7             | 310          | 2451        |
| Environment and Infrastructure          |                                 |                                |                                  |                                    |                                |               |          |           | 79              | 5               |               | 3             | 1741             |               | 119          | 1947        |
| Social Work Housing and Health          |                                 |                                |                                  |                                    |                                |               |          |           | 4               | 26              | 10            | 4             | 1273             | 1             |              | 1318        |
| <b>Total</b>                            | <b>1</b>                        | <b>1</b>                       | <b>1</b>                         | <b>1</b>                           | <b>1</b>                       | <b>1</b>      | <b>5</b> | <b>94</b> | <b>358</b>      | <b>87</b>       | <b>37</b>     | <b>64</b>     | <b>5248</b>      | <b>9</b>      | <b>429</b>   | <b>6337</b> |

- Where recorded, 0.2% of the Council's employees are of non-white ethnicity, from a non-white proportion (2001 Census) of 0.7% of the population of South Ayrshire
- In neighbouring Authorities where figures are available, the proportion of non-white staff is 0.2% (2003 figures), also from a non-white population of 0.7%

**Fig 2: Breakdown of Employees by Gender Disability**

| Department                              | Female      | Male        | Total       |
|---|-------------|-------------|-------------|
| Chief Executives                        | 182         | 106         | 288         |
| Development Safety and Regulation       | 192         | 141         | 333         |
| Education Culture and Lifelong Learning | 1985        | 466         | 2451        |
| Environment and Infrastructure          | 953         | 994         | 1947        |
| Social Work Housing and Health          | 1080        | 238         | 1318        |
| <b>Total</b>                            | <b>4392</b> | <b>1945</b> | <b>6337</b> |

- 69.3% of the Council's employees are female, and 30.7% are male

**Fig 3: Breakdown of Employees by Disability**

| Department                              | Not Disabled | Disabled  | Not Recorded | Total       |
|---|--------------|-----------|--------------|-------------|
| Chief Executives                        | 281          | 2         | 5            | 288         |
| Development Safety and Regulation       | 327          | 6         |              | 333         |
| Education Culture and Lifelong Learning | 1889         | 5         | 557          | 2451        |
| Environment and Infrastructure          | 1845         | 12        | 90           | 1947        |
| Social Work Housing and Health          | 1300         | 18        |              | 1318        |
| <b>Total</b>                            | <b>5642</b>  | <b>43</b> | <b>652</b>   | <b>6337</b> |

- Where recorded, 0.8% of the Council's employees are disabled

## 2. Applicants for Employment/Promotion

All applicants for employment are required to complete an Equal Opportunities Monitoring Form. Information from these forms is collated on a quarterly basis by Corporate Human Resources.

This information is currently recorded in a discrete HR database, from which the relevant information can be extracted. This recording will subsequently transition to the Oracle HRMS system as part of the planned software implementation.

The total number of external applicants by ethnic background, gender and disability for the most recent quarter for which figures are available (Jan-Mar 06) was as follows: -

- The proportions of male and female applicants, interview candidates and successful appointees were generally consistent throughout the recruitment process
- The proportions of non-white applicants, interview candidates and successful appointees were above the population proportion, and were generally consistent throughout the recruitment process

| Applicants for Employment  |               | Total No: 452         |
|----------------------------|---------------|-----------------------|
| <b>Gender</b>              | <b>Number</b> | <b>Proportion (%)</b> |
| Male                       | 114           | 25.2                  |
| Female                     | 334           | 73.9                  |
| Unknown                    | 4             | 0.9                   |
| <b>Ethnic Origin</b>       | <b>Number</b> | <b>Proportion (%)</b> |
| White Scottish             | 399           | 88.2                  |
| White English              | 27            | 6.0                   |
| White Welsh                | 2             | 0.4                   |
| White Irish                | 5             | 1.1                   |
| Other White British        | 3             | 0.7                   |
| Any Other White Background | 0             | 0                     |
| Any Mixed Background       | 3             | 0.7                   |
| Indian                     | 0             | 0                     |
| Pakistani                  | 1             | 0.2                   |
| Bangladeshi                | 0             | 0                     |
| Chinese                    | 0             | 0                     |
| Any Other Asian Background | 0             | 0                     |
| Caribbean                  | 0             | 0                     |
| African                    | 1             | 0.2                   |
| Any Other Black Background | 0             | 0                     |
| Any Other Background       | 4             | 0.9                   |
| Unknown                    | 7             | 1.6                   |
| <b>Disability</b>          | <b>Number</b> | <b>Proportion (%)</b> |
| Disabled                   | 10            | 2.2                   |
| Not Disabled               | 418           | 92.5                  |
| Not Known                  | 24            | 5.3                   |

| Selected for Interview     |               | Total No: 217         |
|----------------------------|---------------|-----------------------|
| <b>Gender</b>              | <b>Number</b> | <b>Proportion (%)</b> |
| Male                       | 60            | 27.6                  |
| Female                     | 157           | 72.4                  |
| <b>Ethnic Origin</b>       | <b>Number</b> | <b>Proportion (%)</b> |
| White Scottish             | 194           | 89.5                  |
| White English              | 11            | 5.1                   |
| White Welsh                | 1             | 0.4                   |
| White Irish                | 3             | 1.4                   |
| Other White British        | 2             | 0.9                   |
| Any Other White Background | 0             | 0                     |
| Any Mixed Background       | 2             | 0.9                   |
| Indian                     | 0             | 0                     |
| Pakistani                  | 0             | 0                     |
| Bangladeshi                | 0             | 0                     |
| Chinese                    | 0             | 0                     |
| Any Other Asian Background | 0             | 0                     |
| Caribbean                  | 0             | 0                     |
| African                    | 1             | 0.4                   |
| Any Other Black Background | 0             | 0                     |
| Any Other Background       | 0             | 0                     |
| Unknown                    | 3             | 1.4                   |
| <b>Disability</b>          | <b>Number</b> | <b>Proportion (%)</b> |
| Disabled                   | 5             | 2.3                   |
| Not Disabled               | 200           | 92.2                  |
| Not Known                  | 12            | 5.5                   |

| Successful Appointments    |               | Total No: 63          |
|----------------------------|---------------|-----------------------|
| <b>Gender</b>              | <b>Number</b> | <b>Proportion (%)</b> |
| Male                       | 23            | 36.5                  |
| Female                     | 40            | 63.5                  |
| <b>Ethnic Origin</b>       | <b>Number</b> | <b>Proportion (%)</b> |
| White Scottish             | 56            | 88.9                  |
| White English              | 1             | 1.6                   |
| White Welsh                | 0             | 0                     |
| White Irish                | 1             | 1.6                   |
| Other White British        | 1             | 1.6                   |
| Any Other White Background | 0             | 0                     |
| Any Mixed Background       | 1             | 1.6                   |
| Indian                     | 0             | 0                     |
| Pakistani                  | 0             | 0                     |
| Bangladeshi                | 0             | 0                     |
| Chinese                    | 0             | 0                     |
| Any Other Asian Background | 0             | 0                     |
| Caribbean                  | 0             | 0                     |
| African                    | 0             | 0                     |
| Any Other Black Background | 0             | 0                     |
| Any Other Background       | 0             | 0                     |
| Unknown                    | 3             | 4.7                   |
| <b>Disability</b>          | <b>Number</b> | <b>Proportion (%)</b> |
| Disabled                   | 1             | 1.6                   |
| Not Disabled               | 60            | 95.2                  |
| Not Known                  | 2             | 3.2                   |

The total number of internal applicants for promotion by ethnic background, gender and disability for the most recent quarters for which figures are available (Jan-Mar 06) was as follows: -

- The proportions of male and female internal applicants, interview candidates and successful appointees were all in line with the proportions of male and female staff (see Section 1 above)
- The proportions of non-white and disabled internal applicants, interview candidates and successful appointees were all above or in line with the proportions of non-white and disabled staff (see Section 1 above)

| <b>Applicants for Promotion</b> |               | <b>Total No: 254</b>  |  |
|---------------------------------|---------------|-----------------------|--|
| <b>Gender</b>                   |               |                       |  |
|                                 | <b>Number</b> | <b>Proportion (%)</b> |  |
| Male                            | 58            | 22.8                  |  |
| Female                          | 196           | 77.2                  |  |
| <b>Ethnic Origin</b>            |               |                       |  |
|                                 | <b>Number</b> | <b>Proportion (%)</b> |  |
| White Scottish                  | 233           | 91.7                  |  |
| White English                   | 14            | 5.5                   |  |
| White Welsh                     | 1             | 0.4                   |  |
| White Irish                     | 0             | 0                     |  |
| Other White British             | 1             | 0.4                   |  |
| Any Other White Background      | 0             | 0                     |  |
| Any Mixed Background            | 1             | 0.4                   |  |
| Indian                          | 0             | 0                     |  |
| Pakistani                       | 0             | 0                     |  |
| Bangladeshi                     | 0             | 0                     |  |
| Chinese                         | 0             | 0                     |  |
| Any Other Asian Background      | 0             | 0                     |  |
| Caribbean                       | 0             | 0                     |  |
| African                         | 0             | 0                     |  |
| Any Other Black Background      | 0             | 0                     |  |
| Any Other Background            | 1             | 0.4                   |  |
| Unknown                         | 3             | 1.2                   |  |
| <b>Disability</b>               |               |                       |  |
|                                 | <b>Number</b> | <b>Proportion (%)</b> |  |
| Disabled                        | 8             | 3.2                   |  |
| Not Disabled                    | 236           | 92.9                  |  |
| Not Known                       | 10            | 3.9                   |  |

| <b>Selected for Interview</b> |               | <b>Total No: 141</b>  |  |
|-------------------------------|---------------|-----------------------|--|
| <b>Gender</b>                 |               |                       |  |
|                               | <b>Number</b> | <b>Proportion (%)</b> |  |
| Male                          | 30            | 21.3                  |  |
| Female                        | 111           | 78.7                  |  |
| <b>Ethnic Origin</b>          |               |                       |  |
|                               | <b>Number</b> | <b>Proportion (%)</b> |  |
| White Scottish                | 129           | 91.5                  |  |
| White English                 | 6             | 4.3                   |  |
| White Welsh                   | 1             | 0.7                   |  |
| White Irish                   | 0             | 0                     |  |
| Other White British           | 1             | 0.7                   |  |
| Any Other White Background    | 0             | 0                     |  |
| Any Mixed Background          | 1             | 0.7                   |  |
| Indian                        | 0             | 0                     |  |
| Pakistani                     | 0             | 0                     |  |
| Bangladeshi                   | 0             | 0                     |  |
| Chinese                       | 0             | 0                     |  |
| Any Other Asian Background    | 0             | 0                     |  |
| Caribbean                     | 0             | 0                     |  |
| African                       | 0             | 0                     |  |
| Any Other Black Background    | 0             | 0                     |  |
| Any Other Background          | 0             | 0                     |  |
| Unknown                       | 3             | 2.1                   |  |
| <b>Disability</b>             |               |                       |  |
|                               | <b>Number</b> | <b>Proportion (%)</b> |  |
| Disabled                      | 4             | 2.8                   |  |
| Not Disabled                  | 130           | 92.2                  |  |
| Not Known                     | 7             | 5.0                   |  |

| <b>Successful Appointments</b> |               | <b>Total No: 44</b>   |  |
|--------------------------------|---------------|-----------------------|--|
| <b>Gender</b>                  |               |                       |  |
|                                | <b>Number</b> | <b>Proportion (%)</b> |  |
| Male                           | 15            | 34.1                  |  |
| Female                         | 29            | 65.9                  |  |
| <b>Ethnic Origin</b>           |               |                       |  |
|                                | <b>Number</b> | <b>Proportion (%)</b> |  |
| White Scottish                 | 39            | 88.6                  |  |
| White English                  | 0             | 0                     |  |
| White Welsh                    | 0             | 0                     |  |
| White Irish                    | 0             | 0                     |  |
| Other White British            | 1             | 2.3                   |  |
| Any Other White Background     | 0             | 0                     |  |
| Any Mixed Background           | 1             | 2.3                   |  |
| Indian                         | 0             | 0                     |  |
| Pakistani                      | 0             | 0                     |  |
| Bangladeshi                    | 0             | 0                     |  |
| Chinese                        | 0             | 0                     |  |
| Any Other Asian Background     | 0             | 0                     |  |
| Caribbean                      | 0             | 0                     |  |
| African                        | 0             | 0                     |  |
| Any Other Black Background     | 0             | 0                     |  |
| Any Other Background           | 0             | 0                     |  |
| Unknown                        | 3             | 6.8                   |  |
| <b>Disability</b>              |               |                       |  |
|                                | <b>Number</b> | <b>Proportion (%)</b> |  |
| Disabled                       | 1             | 2.3                   |  |
| Not Disabled                   | 41            | 93.2                  |  |
| Not Known                      | 2             | 4.5                   |  |

### 3. Employees Applying for and Receiving Training

All applicants for, and employees who receive training are required to complete an Equal Opportunities Monitoring Form. Arrangements are being adjusted to ensure that this information is recorded at an earlier stage in the process by Corporate HR.

This information is currently recorded in a discrete HR database, from which the relevant information can be extracted. This recording will subsequently transition to the Oracle HRMS system as part of the planned software implementation.

The total number of employees receiving training by ethnic background, gender and disability for the most recent quarter (Jan-Mar 06) was as follows: -

| <b>Employees receiving training</b> |               | <b>Total No: 225</b>  |  |
|-------------------------------------|---------------|-----------------------|--|
| <b>Gender</b>                       |               |                       |  |
|                                     | <b>Number</b> | <b>Proportion (%)</b> |  |
| Male                                | 65            | 28.9                  |  |
| Female                              | 160           | 71.1                  |  |
| <b>Ethnic Origin</b>                |               |                       |  |
|                                     | <b>Number</b> | <b>Proportion (%)</b> |  |
| White Scottish                      | 49            | 21.8                  |  |
| White English                       | 1             | 0.4                   |  |
| White Welsh                         | 0             | 0                     |  |
| White Irish                         | 0             | 0                     |  |
| Other White British                 | 0             | 0                     |  |
| Any Other White Background          | 0             | 0                     |  |
| Any Mixed Background                | 0             | 0                     |  |
| Indian                              | 0             | 0                     |  |
| Pakistani                           | 0             | 0                     |  |
| Bangladeshi                         | 0             | 0                     |  |
| Chinese                             | 0             | 0                     |  |
| Any Other Asian Background          | 0             | 0                     |  |
| Caribbean                           | 0             | 0                     |  |
| African                             | 0             | 0                     |  |
| Any Other Black Background          | 0             | 0                     |  |
| Any Other Background                | 0             | 0                     |  |
| Unknown                             | 175           | 77.8                  |  |
| <b>Disability</b>                   |               |                       |  |
|                                     | <b>Number</b> | <b>Proportion (%)</b> |  |
| Disabled                            | 0             | 0                     |  |
| Not Disabled                        | 42            | 18.7                  |  |
| Not Known                           | 183           | 81.3                  |  |

### 4. Performance Assessment

The Council operates a Performance Development and Review (PDR) system. This system is not linked to salary review and thus staff do not receive any financial benefit or detriment as a result of the system.

## 5. Grievance/Disciplinary Procedures

The total number of employees involved in Disciplinary and Grievance processes by ethnic background, gender and disability, in the period Jan – Mar 2006, was as follows: -

- Grievance: 3 recorded (3 male, all White Scottish, all not disabled)
- Disciplinary: 4 recorded (3 male, 1 female, all White Scottish, 1 disabled)

## 6. Employees Leaving Employment

The number of leavers in the period Jan – Mar 2006 by ethnic background, gender and disability by department is as noted below.

**Fig 1: Breakdown of Leavers by Ethnicity**

| Department                              | Asian or Asian British - Pakistani | Black or Black British - Other | Unknown  | White - British | White - English | White - Irish | White - Other | White - Scottish | White - Welsh | Not Recorded | Total      |
|---|------------------------------------|--------------------------------|----------|-----------------|-----------------|---------------|---------------|------------------|---------------|--------------|------------|
| Chief Executives                        |                                    |                                |          |                 |                 |               | 1             | 12               |               |              | 13         |
| Development Safety and Regulation       | 1                                  |                                |          |                 |                 |               |               | 4                |               |              | 5          |
| Education Culture and Lifelong Learning |                                    | 1                              | 1        | 3               | 2               | 1             | 2             | 66               |               | 34           | 110        |
| Environment and Infrastructure          |                                    |                                |          | 10              | 1               |               |               | 63               |               | 1            | 75         |
| Social Work Housing and Health          |                                    |                                |          |                 |                 |               |               | 41               | 1             |              | 42         |
| <b>Total</b>                            | <b>1</b>                           | <b>1</b>                       | <b>1</b> | <b>13</b>       | <b>3</b>        | <b>1</b>      | <b>3</b>      | <b>186</b>       | <b>1</b>      | <b>35</b>    | <b>245</b> |

- Where recorded, 0.9% of leavers were of non-white ethnicity

**Fig 2: Breakdown of Leavers by Gender**

| Department                              | Female     | Male      | Total      |
|---|------------|-----------|------------|
| Chief Executives                        | 9          | 4         | 13         |
| Development Safety and Regulation       | 2          | 3         | 5          |
| Education Culture and Lifelong Learning | 86         | 24        | 110        |
| Environment and Infrastructure          | 35         | 40        | 75         |
| Social Work Housing and Health          | 29         | 13        | 42         |
| <b>Total</b>                            | <b>161</b> | <b>84</b> | <b>245</b> |

- 65.7% of leavers were female
- 34.3% of leavers were male

**Fig 3: Breakdown of Leavers by Disability**

| Department                              | Not Disabled | Disabled | Not Recorded | Total      |
|---|--------------|----------|--------------|------------|
| Chief Executives                        | 3            |          | 10           | 13         |
| Development Safety and Regulation       | 4            |          | 1            | 5          |
| Education Culture and Lifelong Learning | 42           |          | 68           | 110        |
| Environment and Infrastructure          | 65           | 1        | 9            | 75         |
| Social Work Housing and Health          | 36           | 1        | 5            | 42         |
| <b>Total</b>                            | <b>150</b>   | <b>2</b> | <b>93</b>    | <b>245</b> |

- Where recorded, 1.3% of leavers were disabled