

SOUTH AYRSHIRE COUNCIL

**REPORT BY ACTING HEAD OF HUMAN RESOURCES
TO HUMAN RESOURCES COMMITTEE
OF 7th DECEMBER, 2006**

SUBJECT: EQUALITIES MONITORING

1. Purpose.

- 1.1 To advise members of equalities monitoring information for the quarter July – September 2006 the Equalities Monitoring Statement as at September 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.
- 2.2 In addition, the Disability Discrimination Act 2005 requires all public bodies to publish a disability equalities scheme by 4th December, 2006 setting out how they will promote disability equality. Monitoring is a key element of promoting equalities.

3. Considerations.

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

4. Resource Implications.

None.

5. Results of Public Consultation.

Not applicable.

6. Recommendations.

Members are asked

- 6.1 to note the statistics relating to equalities monitoring as contained within the Appendix to this report.
- 6.2 to agree that equalities monitoring statistics will continue to be reported to future meetings of this Committee.

Background Papers.

Race Relations (Amendment) Act 2000
Race Equality Strategy.

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

Date: 1st December 2006

SOUTH AYRSHIRE COUNCIL

EQUALITIES MONITORING STATEMENT AS AT SEPTEMBER 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	0	0	0	0	0	0	0	6	9	2	2	259	0	0	279
Development Safety and Regulation	0	1	0	1	0	0	2	0	0	9	1	3	309	1	3	330
Education Culture and Lifelong Learning	0	0	1	0	1	1	2	255	248	42	23	59	1649	8	211	2500
Environment and Infrastructure	0	0	0	0	0	0	0	3	104	5	0	3	1639	0	77	1831
Social Work Housing and Health	0	1	0	0	0	0	0	0	4	30	10	3	1298	1	9	1356
Total	1	2	1	1	1	1	4	258	362	95	36	70	5154	10	300	6296

- 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

Department	Female	Male	Total
Chief Executives	180	99	279
Development Safety and Regulation	190	140	330
Education Culture and Lifelong Learning	2011	489	2500
Environment and Infrastructure	942	889	1831
Social Work Housing and Health	1107	249	1356
Total	4430	1866	6296

- 70.4% of the Council's employees are female, and 29.6% are male

Fig 3: Breakdown of Employees by Disability

Department	Not Disabled	Disabled	Not Recorded	Total
Chief Executives	273	2	4	279
Development Safety and Regulation	324	6		330
Education Culture and Lifelong Learning	2020	7	473	2500
Environment and Infrastructure	1717	12	102	1831
Social Work Housing and Health	1336	17	3	1356
Total	5670	44	582	6296

- Where recorded, 0.7% 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 (July-Sept 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: 378	
Gender			
	Number	Proportion (%)	
Male	121	32	
Female	255	67.5	
Not Disclosed	2	0.5	
Ethnic Origin			
	Number	Proportion (%)	
White Scottish	338	89.4	
White English	25	6.6	
White Welsh	0	0	
White Irish	3	0.8	
Other White British	1	0.3	
Any Other White Background	0	0	
Any Mixed Background	0	0	
Indian	1	0.3	
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	0.3	
Not Disclosed	9	2.3	
Disability			
	Number	Proportion (%)	
Disabled	6	1.6	
Not Disabled	358	94.7	
Not Disclosed	14	3.7	

Selected for Interview		Total No: 196	
Gender			
	Number	Proportion (%)	
Male	50	25.5	
Female	146	74.5	
Ethnic Origin			
	Number	Proportion (%)	
White Scottish	178	90.8	
White English	12	6.1	
White Welsh	0	0	
White Irish	3	1.5	
Other White British	0	0	
Any Other White Background	0	0	
Any Mixed Background	0	0	
Indian	1	0.5	
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	
Not Disclosed	2	1.0	
Disability			
	Number	Proportion (%)	
Disabled	3	1.5	
Not Disabled	185	94.4	
Not Disclosed	8	4.1	

Successful Appointments		Total No: 55	
Gender			
	Number	Proportion (%)	
Male	11	20	
Female	44	80	
Ethnic Origin			
	Number	Proportion (%)	
White Scottish	53	96.4	
White English	1	1.8	
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	
Not Disclosed	1	1.8	
Disability			
	Number	Proportion (%)	
Disabled	0	0	
Not Disabled	53	96.4	
Not Disclosed	2	3.6	

The total number of internal applicants for promotion by ethnic background, gender and disability for the most recent quarters for which figures are available (July-Sept 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)

Applicants for Promotion		Total No: 148
Gender		
	Number	Proportion (%)
Male	42	28.3
Female	106	71.7
Ethnic Origin		
	Number	Proportion (%)
White Scottish	133	89.9
White English	11	7.4
White Welsh	0	0
White Irish	3	2.0
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
Not Disclosed	1	0.7
Disability		
	Number	Proportion (%)
Disabled	0	0
Not Disabled	146	98.6
Not Disclosed	2	1.4

Selected for Interview		Total No: 111
Gender		
	Number	Proportion (%)
Male	29	26.1
Female	82	73.9
Ethnic Origin		
	Number	Proportion (%)
White Scottish	100	90.1
White English	8	7.2
White Welsh	0	0
White Irish	3	2.7
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
Not Disclosed	0	0
Disability		
	Number	Proportion (%)
Disabled	0	0
Not Disabled	110	99.1
Not Disclosed	1	0.9

Successful Appointments		Total No: 33
Gender		
	Number	Proportion (%)
Male	7	21.2
Female	26	78.8
Ethnic Origin		
	Number	Proportion (%)
White Scottish	32	97
White English	1	3
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	0	0
Disability		
	Number	Proportion (%)
Disabled	0	0
Not Disabled	33	100
Not Disclosed	0	0

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 year to date (**Dec 05 – Nov 06**) was as follows: -

Employees applying for and receiving training			Total No. 1,207	
	Applying		Receiving	
Gender	Number	Proportion (%)	Number	Proportion (%)
Male	307	25.4	224	24.8
Female	900	74.6	678	75.2
Ethnic Origin	Number	Proportion (%)	Number	Proportion (%)
White Scottish	926	76.7	660	73.2
White English	32	2.7	23	2.6
White Welsh	4	0.3	3	0.3
White Irish	3	0.2	2	0.2
Other White British	2	0.2	2	0.2
Any Other White Background	0	0	0	0
Any Mixed Background	0	0	0	0
Indian	0	0	0	0
Pakistani	0	0	0	0
Bangladeshi	0	0	0	0
Chinese	0	0	0	0
Any Other Asian Background	0	0	0	0
Caribbean	0	0	0	0
African	0	0	0	0
Any Other Black Background	0	0	0	0
Any Other Background	0	0	0	0
Unknown	240	19.9	212	23.5
Disability	Number	Proportion (%)	Number	Proportion (%)
Disabled	3	0.2	2	0.2
Not Disabled	947	78.5	677	75.1
Not Known	257	21.3	223	24.7

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 April – September 2006, was as follows: -

- Grievance: 13 recorded (5 female, 8 male all White Scottish, 13 not disabled)
- Disciplinary: 5 recorded (2 female, 3 male, all White Scottish, 4 not disabled, 1 not recorded)

In addition a group of approximately 40, mainly female employees raised a group grievance regarding Equal Pay Settlements.

6. Employees Leaving Employment

The number of leavers in the period April – September 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 - Other	Unknown	White - British	White - English	White - Irish	White - Other	White - Scottish	Not recorded	Total
Chief Executives						1	19		20
Development Safety and Regulation				1			19		20
Education Culture and Lifelong Learning		20	34	4	4	8	328	127	525
Environment and Infrastructure		1	12	1			152	68	234
Social Work Housing and Health	1			1		2	61	1	66
Total	1	21	46	7	4	11	579	196	865

- Where recorded, 0.2% of leavers were of non-white ethnicity

Fig 2: Breakdown of Leavers by Gender

Department	Female	Male	Total
Chief Executives	9	11	20
Development Safety and Regulation	12	8	20
Education Culture and Lifelong Learning	419	106	525
Environment and Infrastructure	84	150	234
Social Work Housing and Health	47	19	66
Total	571	294	865

- 66% of leavers were female
- 34% of leavers were male

Fig 3: Breakdown of Leavers by Disability

Department	Not Disabled	Disabled	Not Recorded	Total
Chief Executives	9		11	20
Development Safety and Regulation	18	1	1	20
Education Culture and Lifelong Learning	292	2	231	525
Environment and Infrastructure	208	2	24	234
Social Work Housing and Health	61		5	66
Total	588	5	272	865

- Where recorded, 0.8% of leavers were disabled