

## Employment Monitoring Statistics

The council has a legal obligation to monitor the make up of our workforce, in terms of disability, gender and race. We use the results of this monitoring to determine if:

- there are differences between different ethnic groups, employees with and without disabilities, and between genders
- there are legitimate reasons for any differences. If there are not, we will deal with any unfairness, disadvantage, or unlawful discrimination.

We monitor by disability, gender and race:

- the current composition of our workforce
- those applying, shortlisted, and successful for jobs
- internal promotions
- leavers
- disciplinaries, grievances and cases of harassment
- applicants and attendees on training courses

There are differences in the presentation of the monitoring figures provided primarily due to the variances in the requirements of the three equality schemes.

## Employee Profile

### (a) CURRENT EMPLOYEES

#### (i) Gender:

The total number of employees, as at 31 August 2009, was 5,824. The gender breakdown was as follows:

Female	4,250
Male	1,574
Total	5,824

#### (ii) Disability and Gender

The following is a breakdown of male and female employees who had declared a disability as at 31 August 2009.

Male employees declaring a disability	37
Female employees declaring a disability	79
Total no. of employees declaring a disability	116
Total no. of employees	5,824
Percentage of workforce	2%

Although the number of employees who stated they have a disability is well below the population estimate of people with a disability, there has been an increase in the

number of employees in the council declaring a disability since the last audit in 2008, when the percentage was 0.85%.

One of reasons for this significant increase may be attributed to a survey the council conducted in April 2008, of employees and their disabilities. This was done via a questionnaire which clarified the legal definition of disability, and provided examples of disabilities employees may not have previously regarded as such. The questionnaire was used as a tool to gain more up-to-date information on the number of our employees who have a disability.

**(iii) Gender: Senior Positions**

There are two Statutory Performance Indicators upon which the council is required to report and which are relevant to employment and gender. The information against these Indicators as at 1<sup>st</sup> April 2010 was:

percentage of highest paid 2% of earners among council employees that are women	31.46%
percentage of highest paid 5% of earners among council employees that are women	39.45%

This represents an increase in the numbers of women in senior posts since the previous year, when the figures were 25.6% and 39% respectively.

It should be noted that the Statutory Performance Indicator excludes Head and Depute Head Teacher positions in schools.

**(iv) Ethnicity and Gender**

The ethnic composition of the workforce as at 31 August 2009 was:

	Female	Male	Total	Percentage of workforce
Any other White background	54	13	67	1.15
White English	198	101	299	5.13
White Irish	15	7	22	0.38
White Other British	151	64	215	3.69
White Scottish	3364	1194	4558	78.26
White Welsh	14	4	18	0.31
Any other Asian background	1	0	1	0.02
Chinese	2	1	3	0.05
Indian	3	1	4	0.07
Any other African background	0	2	2	0.03
Caribbean	2	0	2	0.03
Mixed	1	3	4	0.07
Any other Ethnic background	6	0	6	0.10
Not Disclosed	68	19	87	1.49
Not Known	371	165	536	9.2
<b>Total 5824</b>	<b>4250</b>	<b>1574</b>	<b>5824</b>	<b>100</b>

Although the numbers of ethnic minorities employed in the council are relatively low, the composition of ethnic minorities in the Angus population is also low. At the last

census, a total of 0.78% within the Angus population is not white. Within the council's workforce, as at 31 August 2009, 0.37 % in total is not white.

It is known that there has been an increase in the numbers of Eastern European migrants in Angus since the last census, who are also mainly white. We do not know whether this is reflected within our workforce, as the 2001 census monitoring classifications, which we use, does not specifically identify such.

## **(b) RECRUITMENT & SELECTION PROFILE**

- (i) The following is a breakdown of male and female applicants for posts over the period 1 October, 2008 to 23 March, 2010, who declared a disability, and also those who were internally promoted.

		Promoted Post	Disability	No Disability	Unknown
Application Returned	Female	No	151	7000	12
Application Returned	Female	Yes	45	2317	20
Application Returned	Female	Prefer not to Say	30	1187	3
Application Returned	Female	Unknown	39	1077	71
Application Returned	Male	No	110	4282	3
Application Returned	Male	Yes	32	1432	5
Application Returned	Male	Prefer not to Say	36	756	4
Application Returned	Male	Unknown	25	610	113
Application Returned	Unknown	No	8	129	1
Application Returned	Unknown	Yes	0	7	1
Application Returned	Unknown	Prefer not to Say	0	2	0
Application Returned	Unknown	Unknown	21	65	1585
Shortlisted	Female	No	42	1200	1
Shortlisted	Female	Yes	11	450	2
Shortlisted	Female	Prefer not to Say	4	166	0
Shortlisted	Female	Unknown	8	149	6
Shortlisted	Male	No	15	431	1
Shortlisted	Male	Yes	3	195	1
Shortlisted	Male	Prefer not to Say	3	46	0
Shortlisted	Male	Unknown	6	103	0
Shortlisted	Unknown	No	0	3	1
Shortlisted	Unknown	Yes	0	2	0
Shortlisted	Unknown	Prefer not to Say	0	0	0
Shortlisted	Unknown	Unknown	19	9	289
Successful	Female	No	1	245	0
Successful	Female	Yes	4	113	1
Successful	Female	Prefer not to Say	0	31	0
Successful	Female	Unknown	0	37	1
Successful	Male	No	1	73	1
Successful	Male	Yes	0	33	0
Successful	Male	Prefer not to Say	0	6	0
Successful	Male	Unknown	0	16	0
Successful	Unknown	No	0	0	0
Successful	Unknown	Yes	0	0	0
Successful	Unknown	Prefer not to Say	0	0	0
Successful	Unknown	Unknown	0	4	131

- (ii) The following tables are a breakdown of male and female applicants for posts over the period 1 October 2008 to 23 March, 2010, by ethnicity.

**Council Wide**

Status	Application Returned				Shortlisted				Successful			
	Female	Male	Prefer Not to Say	Unknown	Female	Male	Prefer Not to Say	Unknown	Female	Male	Prefer Not to Say	Unknown
White Scottish	10721	6374	6	122	2369	908	2	29	385	120	0	5
White English	956	655	0	10	225	124	0	3	26	13	0	0
White Welsh	35	58	0	1	14	20	0	0	3	3	0	0
White Irish	80	56	0	1	14	13	0	0	3	0	0	0
White Other	602	282	0	4	116	41	0	0	13	3	0	0
Asian Indian	49	54	0	0	10	2	0	0	1	0	0	0
Asian Pakistani	14	42	0	2	4	5	0	0	1	0	0	0
Asian Bangladeshi	7	8	0	0	2	1	0	0	0	0	0	0
Asian Chinese	11	15	0	0	2	2	0	0	0	0	0	0
Asian Other	12	14	0	0	3	0	0	0	0	0	0	0
Black Caribbean	7	23	0	0	1	5	0	0	0	0	0	0
Black African	37	67	0	0	4	10	0	0	0	0	0	0
Black Other	2	2	0	0	1	0	0	0	0	0	0	0
Other Ethnic	24	11	0	0	3	2	0	0	0	0	0	0
Mixed	45	34	0	0	11	5	0	0	0	0	0	0
Prefer not to say	12	55	19	0	2	5	5	0	0	0	0	0
Unknown	65	20	0	1792	8	5	0	521	2	0	0	0

## Promoted Post

Status	Application Returned				Shortlisted				Successful			
	Female	Male	Prefer Not to Say	Unknown	Female	Male	Prefer Not to Say	Unknown	Female	Male	Prefer Not to Say	Unknown
White Scottish	1645	1002	0	3	300	133	0	2	105	39	0	0
White English	124	115	0	1	28	18	0	0	8	3	0	0
White Welsh	5	5	0	0	1	4	0	0	1	0	0	0
White Irish	12	9	0	1	0	1	0	0	0	0	0	0
White Other	110	57	0	0	15	5	0	0	4	1	0	0
Asian Indian	4	21	0	0	0	0	0	0	0	0	0	0
Asian Pakistani	0	5	0	0	0	0	0	0	0	0	0	0
Asian Bangladeshi	0	1	0	0	0	0	0	0	0	0	0	0
Asian Chinese	1	5	0	0	0	0	0	0	0	0	0	0
Asian Other	5	3	0	0	0	0	0	0	0	0	0	0
Black Caribbean	2	0	0	0	0	4	0	0	0	0	0	0
Black African	6	20	0	0	0	0	0	0	0	0	0	0
Black Other	0	0	0	0	0	0	0	0	0	0	0	0
Other Ethnic	0	0	0	0	1	0	0	0	0	0	0	0
Mixed	3	1	0	0	0	1	0	0	0	0	0	0
Prefer not to say	2	2	2	0	0	0	0	0	0	0	0	0
Unknown	0	4	0	1	0	1	0	0	0	0	0	0

**(c) DISCIPLINE, GRIEVANCE AND HARASSMENT**

The following is a breakdown of disciplinaries, grievances and harassment cases over the period 1 September, 2008 to 31 August, 2009, by gender, ethnicity and disability.

	Female	Male	Ethnicity
Disciplinaries held	9	7	White Scottish 14 Not Known 2
Number of people with a disability who were disciplined	0	0	
Grievances held	7	2	Other White 1 White English 1 White Scottish 5
Number of people with a disability who raised a grievance	0	0	
Informal harassment cases	4	3	White Scottish 7
Number of informal harassment cases in connection with gender	1	1	
Number of informal harassment cases raised in connection with a disability	1	0	
Number of informal harassment cases raised in connection with ethnicity	0	0	
<b>Total</b>	<b>17</b>	<b>9</b>	

**(d) LEAVERS**

Over the period 1 September, 2008 to 31 August, 2009, 262 employees left the council.

**(i) Leavers – Ethnicity and Gender**

Ethnicity	Female	Male	Total
White English	7	7	14
White Irish	1	1	2
White Other British	4	4	8
White Scottish	118	52	170
White Welsh	5	1	6
Other African	0	1	1
Other Ethnic background	1	0	1
Not Disclosed	2	0	2
Not Known	22	36	58
<b>Total</b>	<b>160</b>	<b>102</b>	<b>262</b>

**(ii) Leavers – Disability, Ethnicity and Gender**

For the same period, seven employees with disabilities left the council:

Ethnicity	Female	Male	Total
White Scottish	4	2	6
White Other African	0	1	1

**(e) TRAINING**

Training Applications, Attendance and Refusals: 1 April 2008 to 31 March 2009.

**Total no of internal training days** **5673**  
**Number of people attended** **2077**

**Ethnic Origin:**

White Scottish	1792
White English	123
White Other British	42
Any other white background	37
White Irish	9
White Welsh	6
Any other ethnic background	3
Indian	2
Any other African	2
Any other Asian	1
Mixed	1
Not disclosed	59
Total	2077

**Disability and Gender:**

Males (no declared disability)	478
Males (declared disability)	14
Females (no declared disability)	1543
Females (declared disability)	42
Total	2077

There were a total of **66** requests for support for **external qualifying courses**:

**Disability and Gender:**

<b>Approved</b> 61 (1 has a declared disability)	<b>Male</b> 14 (1 has a declared disability)	<b>Female</b> 47
<b>Refused</b> 5 (None have a declared disability)	<b>Male</b> 1 (reason – course not appropriate for current role)	<b>Female</b> 4 (reasons – all low priority, no budget available)

**Ethnic origin:**

<b>Approved</b>	White Scottish	57
	White English	2
	Indian	1
	Not known	1
<b>Refused</b>	White Scottish	5
<b>Total</b>		<b>66</b>