

Appendix 2

Employee Monitoring data

Employees are responsible for updating their personal characteristic information by accessing their own human resource record in the council's Human Resources System, Resourcelink. There has been an increase in data available in some areas including ethnic origin, but in many areas there continues to be a low percentage of completion.

In 2018 we carried out a survey of all staff and their nationality, which unlike ethnic origin, had not been previously collected. The survey was in connection with Brexit, and was for us to determine how many of our employees are from EU countries, and consequently any potential gaps in services in the event of a 'no deal'. All members of staff were requested to complete the survey, including more than 400 who do not have digital access, and who received paper copies. We also used this opportunity to remind employees to keep their other personal information up-to-date and encouraged completion of missing information. There was a significant response, which revealed there are low numbers of employees from EU countries employed in the council and the Angus Health & Social Care Partnership, therefore impact from Brexit would be slight in terms of delivery of services. We also found that while there was some increase in those stating a religion/belief (419 fewer were left blank, despite lower staff numbers), there was no increase in those stating their sexual orientation apart from heterosexual.

It should be noted that the number of employees has decreased by 368 over the two year period, 2017-19 and this is reflected in the lower numbers in various categories, for example in all age bandings except 65+ (increased by 7), there has been a decrease in numbers. The largest decrease was in the 45-54 years banding (decreased by 164).

In terms of recruitment, between those promoted and those external appointments, there has been an increase of 114 appointments between 2016 and 2019 of both females and males. There has been a significant drop in Polish applicants (and therefore those appointed), from 75 to 41 over the period, including those applying for promotion.

There has been a significant rise in the number of disciplinaries from 13 in 2016 to 43 in 2018, i.e. 30 more. This is an increase in 8 more males, and 22 more females who were disciplined. There is no significant impact on the other protected characteristics.

Employee Monitoring Data for 2017, for comparative purposes, where available, can be found at:

http://www.angus.gov.uk/sites/angus-cms/files/2017-06/Report_204_Equalities_Mainstreaming_App.pdf

We will continue to promote and encourage staff to update their personal information

Workforce Profile by Ethnicity as at January 2019

Row Labels	Female	Male	Grand Total
A - English	3	0	3
A - Other British	2	0	2
A - Scottish	20	6	26
Black/African/Caribbean/British- African	0	1	1
C - Any other African background	0	1	1

Caribbean, Carib. Scot., or Carib. Brit.	1	0	1
Mixed or Multiple Ethnic Groups	1	2	3
Mixed/Multiple - White and Asian	0	1	1
Not Disclosed	1	1	2
Other African	1	1	2
Other White Ethnic Group	21	5	26
Prefer Not To Answer	263	86	349
White - Any other	5	3	8
White - Eastern European e.g. Polish	3	1	4
White - English/Welsh/Scottish/N Irish	21	15	36
White - Irish	9	5	14
White - Other British	154	65	219
White - Scottish	1813	569	2382
(Blank)	819	295	1114
Grand Total	3137	1057	4194

Workforce Profile by Gender as at January 2019

Gender	Total
Female	3137
Male	1057
Grand Total	4194

Workforce Profile by Disability as at January 2019

Disability	Female	Male	Grand Total
No	291	142	433
Refused	1	0	1
Unaware	570	157	727
Yes	38	22	60
(Blank)	2237	736	2973
Grand Total	3137	1057	4194

Workforce Profile by Religion/Belief as at January 2019

Religion/Belief	Female	Male	Grand Total
Buddhist	1	0	1
Church of Scotland	159	47	206
Humanist	4	1	5
Jewish	0	2	2
Muslim	1	0	1
None	213	86	299
Other	2	2	4
Other Christian	30	11	41
Pagan	2	1	3
Prefer Not To	22	14	36

Answer			
Roman Catholic	29	17	46
(Blank)	2674	876	3550
Grand Total	3137	1057	4194

Workforce Profile by Marital Status as at January 2019

Marital Status	Female	Male	Grand Total
Divorced	40	7	47
Living with Partner	54	15	69
Married	1056	106	1162
Prefer not to answer	3	0	3
Separated	16	4	20
Single	626	36	662
Widow/Widower	4	1	5
(blank)	1338	888	2226
Grand Total	3137	1057	4194

Disciplinary and Grievance Hearings – 1 January 2018 – 31 December 2018

		Disciplinary	Grievance
Gender	Male	15	1
	Female	28	2
Total		43	3
Ethnicity	White - Scottish	33	2
	White – Other British	3	0
	Not Disclosed	7	1
Total		43	3
Disability	Yes	1	0
	No	2	0
	Unaware	2	0
	Blank	38	3
Total		43	3
Religious Belief	Roman Catholic	0	1
	Church of Scotland	2	0
	Other Christian	1	0
	Prefer not to answer	2	0
	None	3	0
	Blank	35	2
Total		43	3
Sexual Orientation	Heterosexual	3	1
	Blank	40	2
Total		43	3

Workforce Profile by Sexual Orientation as at January 2019

Sexual Orientation	Female	Male	Grand Total
Bisexual	1	1	2
Gay	0	4	4
Heterosexual/Straight	450	181	631
Lesbian	2	0	2
Prefer not to answer	17	5	22
(Blank)	2267	866	3533
Grand Total	3137	1057	4194

Equal Opportunities Statistics - All Applicants 1 January 2018 - 31 December 2018

	Applied			
	Unknown	Female	Male	Prefer not to answer
Unknown	25	24	12	0
African - (Inc. Scottish/British)	0	5	3	0
African - Other	0	3	10	0
Any Mixed or Multiple	0	22	3	0
Asian - Bangladeshi (Inc. Scottish/British)	0	0	3	0
Asian - Chinese (Inc. Scottish/British)	0	3	4	0
Asian - Indian (Inc. Scottish/British)	0	4	6	0
Asian - Other (Inc. Scottish/British)	0	11	0	0
Asian - Pakistani (Inc. Scottish/British)	0	9	22	0
Black - (Inc. Scottish/British)	0	2	1	0
Caribbean - (Inc. Scottish/British)	0	0	1	0
Caribbean or Black (Other)	0	3	0	0
Other - Arab (Inc. Scottish/British)	0	1	5	0
Prefer not to answer	0	12	24	19
White - Eastern European (e.g. Polish)	0	19	21	0
White - Gypsy/Traveller	0	0	0	1
White - Irish	0	19	21	0
White - Other British	0	271	159	1
White - Other white ethnic group	0	55	26	1
White - Polish	0	37	10	0
White - Scottish	4	2977	1512	1
Grand Total	29	3477	1843	23

	Invited to Interview			
	Unknown	Female	Male	Prefer not to answer
Unknown	9	10	3	0
African - (Inc. Scottish/British)	0	2	1	0
African - Other	0	1	1	0
Any Mixed or Multiple	0	4	0	0
Asian - Bangladeshi (Inc. Scottish/British)	0	0	0	0
Asian - Chinese (Inc. Scottish/British)	0	1	0	0
Asian - Indian (Inc. Scottish/British)	0	0	2	0
Asian - Other (Inc. Scottish/British)	0	5	0	0
Asian - Pakistani (Inc. Scottish/British)	0	3	3	0
Black - (Inc. Scottish/British)	0	0	0	0
Caribbean - (Inc. Scottish/British)	0	0	0	0
Caribbean or Black (Other)	0	0	0	0

Other - Arab (Inc. Scottish/British)	0	0	0	0
Prefer not to answer	0	3	6	2
White - Eastern European (e.g. Polish)	0	0	4	0
White - Gypsy/Traveller	0	0	0	0
White - Irish	0	7	9	0
White - Other British	0	73	38	1
White - Other white ethnic group	0	9	8	0
White - Polish	0	9	2	0
White - Scottish	0	762	372	0
Grand Total	9	889	449	3

	Successful			
	Unknown	Female	Male	Prefer not to answer
Unknown	7	2	0	0
African - (Inc. Scottish/British)	0	0	0	0
African - Other	0	0	0	0
Any Mixed or Multiple	0	2	0	0
Asian - Bangladeshi (Inc. Scottish/British)	0	0	0	0
Asian - Chinese (Inc. Scottish/British)	0	0	0	0
Asian - Indian (Inc. Scottish/British)	0	0	1	0
Asian - Other (Inc. Scottish/British)	0	1	0	0
Asian - Pakistani (Inc. Scottish/British)	0	0	0	0
Black - (Inc. Scottish/British)	0	0	0	0
Caribbean - (Inc. Scottish/British)	0	0	0	0
Caribbean or Black (Other)	0	0	0	0
Other - Arab (Inc. Scottish/British)	0	0	0	0
Prefer not to answer	0	0	3	0
White - Eastern European (e.g. Polish)	0	0	0	0
White - Gypsy/Traveller	0	0	0	0
White - Irish	0	3	3	0
White - Other British	0	24	12	0
White - Other white ethnic group	0	5	2	0
White - Polish	0	2	0	0
White - Scottish	0	294	112	0
Grand Total	7	333	133	0

Recruitment and Selection – Declared Disability - 1 January - 31 December 2018

	Applied			
	Unknown	Female	Male	Prefer not to answer
Unknown	24	5	3	0
No	5	3308	1721	7
Prefer not to answer	0	25	18	16
Yes	0	139	95	0
Grand Total	29	3477	1837	23

	Invited to Interview			
	Unknown	Female	Male	Prefer not to answer
Unknown	9	1	1	0
No	0	854	418	1
Prefer not to answer	0	5	4	2
Yes	0	29	26	0
Grand Total	9	889	449	3

	Successful			
	Unknown	Female	Male	Prefer not to answer
Unknown	7	2	0	9
No	0	323	129	452
Prefer not to answer	0	0	1	1
Yes	0	9	4	13
Grand Total	7	334	134	475

Recruitment and Selection – Sexual Orientation – 1 January 2018 – 31 December 2018

	Applied	Invited to Interview	Successful
Unknown	96	29	12
Bisexual	47	12	1
Gay	42	15	4
Heterosexual/Straight	4934	1233	438
Lesbian	35	7	4
Other	13	2	0
Prefer not to answer	199	52	16
Total	5366	1350	475

Recruitment and Selection – Religion and Belief - 1 January 2018 - 31 December 2018

	Application Returned	Interviewed	Successful
Buddhist	2	1	0
Church of Scotland	1013	307	112
Hindu	8	1	0
Humanist	53	16	2
Jewish	0		0
Muslim	41	8	2
None	3093	734	259
Other Christian	382	91	34
Other Religion or Belief	32	5	2
Pagan	9	3	1
Prefer not to answer	226	64	21
Roman Catholic	334	80	22
Sikh	3	0	0
Unknown	170	40	20
Grand Total	5366	1350	475

Recruitment and Selection – employees applying for promoted posts (i.e. posts at higher grade than current post) – Ethnicity and Gender – 1 January 2018 – 31 December 2018

	Applied			Prefer not to answer
	Unknown	Female	Male	
Unknown	0	0	1	0
African - (Inc. Scottish/British)	0	0	2	0
African - Other				
Any Mixed or Multiple	0	2	0	0
Asian - Bangladeshi (Inc. Scottish/British)				
Asian - Chinese (Inc. Scottish/British)				
Asian - Indian (Inc. Scottish/British)	0	0	1	0
Asian - Other (Inc. Scottish/British)				

Asian - Pakistani (Inc. Scottish/British)	0	0	1	0
Black - (Inc. Scottish/British)				
Caribbean - (Inc. Scottish/British)				
Caribbean or Black (Other)				
Other - Arab (Inc. Scottish/British)				
Prefer not to answer	0	1	3	0
White - Eastern European (e.g. Polish)	0	1	0	0
White - Gypsy/Traveller				
White - Irish	0	2	0	0
White - Other British	0	12	22	0
White - Other white ethnic group	0	2	1	0
White - Polish	0	2	2	0
White - Scottish	0	297	120	0
Grand Total	0	319	153	0

	Invited to Interview			
	Unknown	Female	Male	Prefer not to answer
Unknown	0	0	1	0
African - (Inc. Scottish/British)	0	0	1	0
African - Other				
Any Mixed or Multiple	0	1	0	0
Asian - Bangladeshi (Inc. Scottish/British)				
Asian - Chinese (Inc. Scottish/British)				
Asian - Indian (Inc. Scottish/British)	0	0	0	0
Asian - Other (Inc. Scottish/British)				
Asian - Pakistani (Inc. Scottish/British)	0	0	0	0
Black - (Inc. Scottish/British)				
Caribbean - (Inc. Scottish/British)				
Caribbean or Black (Other)				
Other - Arab (Inc. Scottish/British)				
Prefer not to answer	0	0	1	0
White - Eastern European (e.g. Polish)	0	0	0	0
White - Gypsy/Traveller				
White - Irish	0	1	0	0
White - Other British	0	7	6	0
White - Other white ethnic group	0	0	1	0
White - Polish	0	2	2	0
White - Scottish	0	148	58	0
Grand Total	0	159	70	0

	Successful			
	Unknown	Female	Male	Prefer not to answer
Unknown	0	0	0	0
African - (Inc. Scottish/British)	0	0	0	0
African - Other				
Any Mixed or Multiple	0	1	0	0

Asian - Bangladeshi (Inc. Scottish/British)				
Asian - Chinese (Inc. Scottish/British)				
Asian - Indian (Inc. Scottish/British)	0	0	0	0
Asian - Other (Inc. Scottish/British)				
Asian - Pakistani (Inc. Scottish/British)	0	0	0	0
Black - (Inc. Scottish/British)				
Caribbean - (Inc. Scottish/British)				
Caribbean or Black (Other)				
Other - Arab (Inc. Scottish/British)				
Prefer not to answer	0	0	0	0
White - Eastern European (e.g. Polish)	0	0	0	0
White - Gypsy/Traveller				
White - Irish	0	0	0	0
White - Other British	0	7	2	0
White - Other white ethnic group	0	0	0	0
White - Polish	0	0	0	0
White - Scottish	0	75	22	0
Grand Total	0	83	24	0

Recruitment and Selection – employees applying for promoted posts – disability and gender – 1
January 2018 to 31 December 2018

		Disability	No Disability	Unknown	Prefer Not to Say
Application Returned	Female	3	315	1	0
Application Returned	Male	3	150	0	0
Application Returned	Prefer not to say	0	0	0	0
Application Returned	Unknown	0	0	0	0
Interviewed	Female	0	159	0	0
Interviewed	Male	1	69	0	0
Interviewed	Prefer not to say	0	0	0	0
Interviewed	Unknown	0	0	0	0
Successful	Female	0	83	0	0
Successful	Male	1	23	0	0
Successful	Prefer not to say	0	0	0	0
Successful	Unknown	0	0	0	0

*Leavers – Ethnicity and Gender – 1 January 2018 – 31 December 2018

And

*Leavers Declaring a Disability – 1 January 2018 – 31 December 2018

*The Leavers' data tables are missing due to difficulties in extracting the data from the new reporting tool in Resourcelink. The tables will be added once the data is available.

Training Undertaken

1 April 2017 to 31 March 2018

Total No of internal training days **4096**
Number of people attended **1629**

Ethnic Origin:

A-English	2
A-Other British	1
A-Scottish	11
Black African/Caribbean/British-African	1
C- Any other African Background	1
Caribbean, Carib Scot, or Carib Brit	1
Mixed or multiple ethnic groups	1
Mixed/multiple White and Asian	1
Not disclosed	2
Other African	1
Other White Ethnic Group	12
Prefer not to answer	182
White - any other	6
White - Eastern European	2
White - English/Welsh/Scottish/N. Irish	12
White - Irish	8
White - Other British	139
White - Scottish	1246
Total	1629

Disability and Gender:

Males (no declared disability)	249
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Males (declared disability)	8
Females (no declared disability)	1357
Females (declared disability)	15
Total	1629

There were a total of **49** requests for support for external qualifying courses (all but one were approved):

Disability and Gender:

Approved (1 declared disability)	Male 4	Female 44
Refused (0 declared disability)	Male 0	Female 1

(Refusal reason was because the individual had applied for ER/VR)

Ethnic origin:

Approved	White Scottish	24
	White – Eastern European	1
	White – English/Welsh/Scottish/N Irish	1
	Prefer not to answer	5
	Not known	17
Refused	White Scottish	1
Total		49