DUNDEE CITY COUNCIL

REPORT TO: **Personnel Committee - 20 June 2005**

REPORT ON: **Employment Equality Monitoring**

REPORT BY: **Assistant Chief Executive (Management)**

REPORT NO.:   **411-2005**

1   PURPOSE OF REPORT

1.1   The purpose of this report is to advise Committee of the findings of an equality monitoring exercise.

2   RECOMMENDATIONS

2.1   It is recommended that the Committee:

        a)   notes the findings of the equality monitoring exercise;

        b)   approve the publication of annual equality monitoring statistics every April;

        c)   remits the Assistant Chief Executive (Management) to analyse the findings and develop an action plan in conjunction with the Equality and Diversity Team Leader, Communities Department.

3   FINANCIAL IMPLICATIONS

3.1   None.

4   SUSTAINABILITY IMPLICATIONS

4.1   None.

5   EQUAL OPPORTUNITIES IMPLICATIONS

5.1   This report is concerned with the promotion of equality and compliance with the requirements of the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000) and, in particular, the requirement to carry out monitoring.

6   BACKGROUND

6.1   Local authorities are required by the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000) to promote race equality in employment. The implications of this legislation were detailed in report 782-2002 which was considered and approved by the Neighbourhood Resources Committee on 11 November 2002. Categories to be monitored were detailed in report 721-2004 which was considered and approved by the Policy and Resources Committee on 8 November 2004.

6.2   The Monitoring allows the Council to highlight possible inequalities, investigate the underlying causes and remove any unfairness or disadvantage in employment and recruitment. Monitoring allows us to check that the Council's equality policies are working.

6.3   At present, the authority has limited systems in place to provide comprehensive statistics with regard to equality monitoring. However, the Council is collecting updated information about its employees as part of the exercise to transfer all departments to a new Personnel/Payroll System. It is anticipated that all departments will have transferred to the new system by October 2006.

6.4   Any category that contains less than five employees does not require to be published due to the possibility that it may lead to the identification of individual employees.

6.5   The Commission for Racial Equality's guidance states that sub-sets of less than 5 should not be published. This guidance also ensures compliance with the Data Protection Act. Sub-sets of less than 5 will be reported as "Less than 5" within the attached appendices.

6.6   In the meantime, the statistics detailed in this report have been generated from a number of different and independent information systems. These systems are as follows:

6.7   **ISIS (Current Personnel System)**

ISIS provides statistics on current employees' ethnic background and gender. Appendix 1 statistics are based on figures at 31 March 2005.

6.8   **Resource Link (New Personnel/Payroll System)**

The authority is currently undertaking an exercise to migrate employee records to Resource Link and the statistics relate to what has been transferred as at 31 March 2005. To date, two departments have transferred to Resource Link. Resource Link can provide information on current employees' ethnic background, gender, disability and religious belief. Please refer to Appendix 2. It is anticipated that Resource Link will become fully operational by October 2006 and, at that time employees who apply for promotion and training; employees who are involved in disciplinary and grievance processes; employees who cease employment; and employees who are undergoing training can be monitored by religious belief, gender, disability and ethnic background. The categories stated in this paragraph adhere to the Commission for Racial Equality's guidance.

6.9 **Teachers (Phoenix System)**

Phoenix can provide information on ethnic background and gender. The statistics detailed in Appendix 3 are based on September 2004 teacher census returns. A decision has still to be taken as to whether teaching staff will transfer to Resource Link.

6.10 **XPT (Recruitment System)**

XPT can provide information on job applicants' ethnic background, gender and disability. The statistics outlined in Appendix 4 are based on the period from April 2004 to March 2005. All statistical returns are dependent upon the willingness of job applicants and employees to complete the appropriate documentation.

7 **FUTURE ACTIONS**

7.1 Equality Monitoring statistics will require to be analysed and an action plan prepared to address any issues that arise. The action plan will be subject to review on an annual basis following the publication of the Equality Monitoring statistics.

7.2 Equality monitoring statistics will be produced on an annual basis and published every April.

8 **CONSULTATION**

8.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services), Director of Education, and the Head of Communities have been consulted and are in agreement with this report.

9 **BACKGROUND PAPERS**

9.1 None.

J.C. Petrie
Assistant Chief Executive (Management)

10 June 2005

ISIS (CURRENT PERSONNEL SYSTEM)

African-Caribbean	Less than 5
British	2053
European	48
Irish	Less than 5
Other	15
Asian	
Asian	8
South East Asian	Less than 5
Black	
African-Caribbean	Less than 5
British	51
Irish	Less than 5
Other	
European	Less than 5
Irish	Less than 5
Other	Less than 5
South East Asian	Less than 5
No Entry	4445

	Employees in Post
Male	2556
Female	4083

The Commission for Racial Equality's guidance states that sub-sets of less than 5 should not be published.
This guidance also ensures compliance with the Data Protection Act. Sub-sets of less than 5 are reported as "Less than 5" above.

RESOURCE LINK (NEW PERSONNEL/PAYROLL SYSTEM)

Yes	6
No	296
No Response	54

Scottish	213
Other British-English	24
Other British-Welsh	Less than 5
Irish	6
Other British-Other	Less than 5
Indian	Less than 5
Other Asian Background	Less than 5
Black	
African	Less than 5
Other	
Unspecified	107

Male	195
Female	160
Unspecified	Less than 5

	Employees in Post
Roman Catholic	44
Church of England	5
Church of Scotland	87
Hindu	Less than 5
Muslim	Less than 5
No Religion	Less than 5
Other Christian	47
Another Religion	17
Sikh	Less than 5
Unspecified	99
No Response	50

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Appendix 2

TEACHERS (PHOENIX SYSTEM)

White - UK	1496
White - Other	28
Black - Other	Less than 5
Asian - Indian	Less than 5
Asian - Pakistani	Less than 5
Asian - Other	Less than 5
Mixed	Less than 5
Other	Less than 5
Not Disclosed	38
Not Known	19

	Employees in Post
Male	426
Female	1215

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XPT (RECRUITMENT SYSTEM)

Scottish	7998
Other British - English	581
Other British - Welsh	32
Other British - Other	1745
Irish	102
Other White Background	228
Asian	
Indian	153
Pakistani	75
Bangladeshi	21
Chinese	51
Other Asian Background	67
Black	
Caribbean	9
African	63
Other Black Background	6
Other	
Mixed	40
Other Ethnic Background	53
Unspecified	40

Male	4450
Female	6546
Unspecified	74

	Job Applicants
Yes	309
No	10415
Unspecified	140

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