

DUNDEE CITY COUNCIL

REPORT TO: Policy and Resources Committee - 11 June 2007

REPORT ON: Employment Equality Monitoring

REPORT BY: Assistant Chief Executive (Management)

REPORT NO.: 237-2007

1 PURPOSE OF REPORT

1.1 The purpose of this report is to advise Committee of the employment equality monitoring statistics for 2007.

2 RECOMMENDATIONS

It is recommended that the Committee:-

2.1 notes the employment equality monitoring statistics detailed in the attached appendices;

2.2 instructs the Council's Race Equality and Diversity Action Group (REDAG) to monitor and analyse the statistics in relation to our Race Equality and Diversity objectives.

2.3 instructs the Council's Disability Action Group (DAG) to monitor and analyse the statistics in relation to our Disability Equality and Diversity objectives.

2.4 instructs the Council's Gender Equality and Diversity Action Group (GEDAG) to monitor and analyse the statistics in relation to our Gender Equality and Diversity objectives.

3 FINANCIAL IMPLICATIONS

3.1 None.

4 SUSTAINABILITY POLICY 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), the Disability Discrimination Act 1995, and the Equality Act 2006 and, in particular, the requirement to carry out monitoring.

6 BACKGROUND

- 6.1 The Council's Race Equality and Diversity Scheme 2005-2008, Disability Equality and Diversity Scheme 2007-2010 and Gender Equality and Diversity Scheme which will be submitted to the Policy and Resources Committee on 11 June 2007 set out how the Council plans to meet the requirements of various pieces of employment legislation and gives a commitment to equality monitoring.
- 6.2 Equality monitoring allows the Council to highlight possible inequalities, investigate the underlying causes and remove any unfairness or disadvantage in employment and recruitment. Monitoring also allows us to check that the Council's equality policies are working.
- 6.3 The statistics detailed in this report have been generated from a number of different and independent information systems. These systems are ISIS (Current Personnel/Payroll System), Resourcelink (New Personnel/Payroll System), XPT (Recruitment System), Organisational Development's Training Database and individual departments training records. For data protection purposes no record of less than five has been reported in the attached appendices.
- 6.4 Dundee City Council is currently transferring from ISIS to Resourcelink (new payroll/personnel system) and it is anticipated that all employees will be transferred to Resource Link by November 2007. As part of this process employees are asked to complete a transfer form which includes the equality monitoring information.
- 6.5 In 2005, 1,207 employees transferred to the new payroll/personnel system. In 2006, 2,893 transferred and an additional 4,043 employees to date completed the transfer form, however these records have not been input to the new system. The equality monitoring information for all 4,043 employees has been included in the figures detailed in the appendices, resulting in up to date equality monitoring information for 6,936 employees.
- 6.6 Whilst the main reason for 'non disclosure' of information is the number of employee records which have not yet transferred to the new Payroll/Personnel system, it is also apparent that there is a relatively high instance of non disclosure from employees who have already transferred to the new Payroll/Personnel system. Once all employees have been transferred every effort will be made to ensure that non disclosure rates are kept to a minimum.
- 6.7 The Council is currently developing systems to enable the Council to report fully on training requested and undertaken by employees. Whilst this is an area that requires to be developed by working jointly with departments, the Council has been able to report considerably more training information than it did the previous year.
- 6.8 In 2006, the Council recruited 353 new employees. Equality monitoring information for successful applicants is detailed in the attached appendices. At present the equal opportunities section of the Application for Employment form does not ask for religious beliefs, therefore, no information was available.

- 6.9 The Equal Opportunities section of the Application for Employment form has been amended to ensure that the authority will be in a position to improve its monitoring information. This has been achieved by inserting a question on whether the applicant is applying for a promoted post; a breakdown of disability into a number of classifications; the addition of a further age band to capture information in relation to applicants/employees aged over 65; and a question covering religious belief.

7 FUTURE ACTIONS

- 7.1 The equality monitoring statistics will be analysed by the Race Equality and Diversity Group (REDAG), Gender Equality and Diversity Action Group (GEDAG) and the Disability Action Group (DAG) and, if required, action plans prepared to address any issues. Action plans will be subject to review on an annual basis following the publication of the equality monitoring statistics. It is acknowledged that this analysis will be of a limited nature until all employees' records have transferred to Resourcelink.
- 7.2 The Personnel Department will provide advice and guidance to departmental training co-ordinators in order for them to develop or establish systems where training can be recorded and reported. The system will require to record training requested and undertaken and whether training resulted from the Staff Development Review process.
- 7.3 Employees who did not disclose monitoring information or have an incomplete disclosure of information relating to equalities will be contacted and encouraged to fully disclose the information.
- 7.4 As an interim measure an analysis of current employees by earnings will be provided and considered by each of the equality groups.

8 CONSULTATION

- 8.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services), Director of Education, Director of Leisure and Communities, Equality and Diversity Team Leader and the Chairs of the equality groups have been consulted and are in agreement with this report.

9 BACKGROUND PAPERS

- 9.1 None.

J C Petrie
Assistant Chief Executive (Management)

4 June 2007

Religious Belief	Job Applicant	Successful Applicants	Employees in Post	Employees who have lodged Grievances	Employees Subject to Disciplinary Action	Employees Who Cease Employment	Employees Applying for Training	Employees Receiving Training
Other Christian		12	619			24	39	39
Church of Scotland		34	2053	1	1	77	177	177
Church of England		Less than 5	109		1	Less than 5	5	5
Hindu			9				Less than 5	Less than 5
Muslim			22			Less than 5	5	5
Sikh			7				Less than 5	Less than 5
Roman Catholic		24	1390			29	75	75
Buddhist			9					
Jewish			Less than 5					
Other Religion		Less than 5	128			7	12	12
No Religion		33	1363	Less than 5	Less than 5	52	120	120
*No Entry		218	1968			430	3125	3054
Unspecified		27	1021	21	94	48	1723	1723

*No Entry - No information available or left blank by employee

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

Ethnic Origin	Job Applicant	Successful Applicants	Employees in Post	Employees who have lodged Grievances	Employees Subject to Disciplinary Action	Employees Who Cease Employment	Employees Applying for Training	Employees Receiving Training
Scottish	9369	280	4446	Less than 5	6	206	450	450
English	643	17	271		Less than 5	9	27	27
Welsh	31	Less than 5	15				Less than 5	Less than 5
White Other British	531	19	69	Less than 5		9	10	10
Irish	126	10	56		Less than 5	4	4	Less than 5
Other White Background	423		513	7	20	93	85	85
Mixed Background	33		9		Less than 5	Less than 5		
Indian	177		11				Less than 5	Less than 5
Bangladeshi	24		Less than 5					
Pakistani	113	Less than 5	5			Less than 5		
Chinese	88	Less than 5	Less than 5			Less than 5	Less than 5	Less than 5
Other Asian Background	49	Less than 5	10		Less than 5	Less than 5	Less than 5	Less than 5
African	147		6					
Caribbean	Less than 5							
Other Black Background	17		10			Less than 5		
Other Ethnic Background	46	5	84				Less than 5	Less than 5
*No Entry		14	2965	14	66	315	4663	4592
Unspecified		Less than 5	224			25	35	35

*No Entry - No information available or left blank by employee

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Disability	Job Applicant	Successful Applicants	Employees in Post	Employees who have lodged Grievances	Employees Subject to Disciplinary Action	Employees Who Cease Employment	Employees Applying for Training	Employees Receiving Training
Yes	312	Less than 5	107			6		
Hearing Impairment (Full/Partial)			11			Less than 5		
Other Chronic Illness/Debility			18			Less than 5	6	6
Multiple Disabilities			Less than 5			Less than 5		
Physical or Motor Impairment			9			Less than 5	Less than 5	Less than 5
Visual Impairment (Full/Partial)			Less than 5					
Mental Health Problems			Less than 5					
Learning Difficulties/Disabilities			Less than 5					
No	11151	325	6454	Less than 5	8	224	532	532
*No Entry		27	1985	21	89	442	4743	4672
Unspecified			108					

*No Entry - No information available or left blank by employee

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Gender	Job Applicant	Successful Applicants	Employees in Post	Employees who have lodged Grievances	Employees Subject to Disciplinary Action	Employees Who Cease Employment	Employees Applying for Training	Employees Receiving Training
Male	4763	226	3063	10	54	274	1418	1390
Female	6978	120	5637	11	37	398	3867	3824
*No Entry		7						

*No Entry - No information available or left blank by employee

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