

DUNDEE CITY COUNCIL

REPORT TO: POLICY AND RESOURCES COMMITTEE – 22 APRIL 2013

REPORT ON: MAINSTREAMING EQUALITY REPORT

REPORT BY: DIRECTOR, LEISURE & COMMUNITIES

REPORT NO: 166-2013

1.0 PURPOSE OF REPORT

- 1.1 To gain approval for a Mainstreaming Equality Report 2013 - 2017 in accordance with the Equality Act 2010, (Specific Duties) (Scotland) Regulations, a set of Equality Outcomes for the City Council 2013-2017 and a policy statement on Equal Pay and Occupational Segregation between men and women Council employees.

2.0 RECOMMENDATIONS

The committee are asked to approve :

- 2.1 Dundee City Council's Mainstreaming Equality Report 2013 -2017. See Appendix 1
- 2.2 Dundee City Council Equality Outcomes 2013 -2017. See Appendix 2
- 2.3 A policy statement on Equal Pay and Occupational Segregation between men and women Council employees. See Appendix 1

3.0 FINANCIAL IMPLICATIONS

- 3.1 Equality and Diversity planning and implementation will be contained within existing corporate and departmental budgets

4.0 MAIN TEXT

- 4.1 Equality Act 2010, (Specific Duties) (Scotland) Regulations requires that Dundee City Council, by the 30 April 2013, publish a Mainstreaming Equality report (report). It is a report on the progress the City Council has made on mainstreaming the equality duty. The City Council will report on progress every two years.
- 4.2 The report provides the City Council with an opportunity to demonstrate its commitment to equality by integrating it into all its relevant service planning and delivery function, utilising existing on-line reporting structures
- 4.3 Appendix 2 includes a set of equality outcomes which Dundee City Council considers will enable it to better perform the Equality Duty, how people who share a relevant protected characteristic have been involved and the evidence used to inform the equality outcomes. The City Council will publish a fresh set of equality outcomes every 4 years.
- 4.4 Appendix 1 contains a policy statement by the City Council on Equal Pay and Occupational Segregation between men and women Council employees. From April 2017 Dundee City Council will also publish equal pay information in relation to employees who have a disability and/or are members of a minority racial group.

- 4.5 Appendix 3, 4 and 5 provide details of the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees. Information on the percentage difference between men and women's average hourly pay rates (excluding overtime) and how that information will support the City Council in meeting its public sector duty is also provided
- 4.6 The report will be published in full on the Council's Equality Web pages and summary versions made available in British Sign Language, Easy Read versions and in other community languages on request.

5.0 BACKGROUND

- 5.1 The Equality Act 2010 (the Act), which harmonised and replaced previous equalities legislation came into force on 5 April 2011. The Act places a general equality duty on public authorities to pay due regard to the need to:
- Eliminate discrimination;
 - Advance equality; and
 - Foster good relations across the range of protected characteristics.
- 5.2 On the 27th May 2012 the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force. Within it there are requirements to publish the various statements and reports on the City Council's progress toward meeting its general equality duty by the 30 April 2013. This report fulfils those requirements.
- 5.3 Dundee City Council is already experienced in reporting on the progress toward mainstreaming equality into all its activities through assessing the impact of policies and practices, employee reporting, engaging protected communities etc. in its planning and delivery of the Council's Single Equality Scheme 2009-2012. One key area of change is the requirement to set Equality Outcomes that will enable the City Council to better perform the Equality Duty and its statutory duty to involve people with protected characteristics in setting those outcomes.
- 5.4 Dundee City Council, in partnership with the voluntary and statutory agencies in the city, decided at an early stage that a pro-active approach to engaging protected communities was essential to the development of the Equality Outcomes. To this end a Dundee Partnership event was held in June 2012.
- 5.5 Almost a hundred people were involved in the event, including council officers, police, NHS, disability organisations, representatives of BME, LGBT communities, pensioners groups etc. The event focused on stimulating 'conversations' between agencies and individuals that allowed a shared understanding and open dialogue.
- 5.6 Analysis of the conversations found that people with protected communities need public agencies to:
- Train its staff in communication skills
 - Have community services that are accessible to all
 - Provide accessible information on services
 - Promote how people can be involved in policy and practice
 - Promote good relations across communities
 - Develop better joined up working
 - Build community confidence
 - Understanding the link between inequality and poverty
- 5.7 Dundee City Council acknowledged the community needs reflect many of the Cities own Single Outcome Agreement priorities. In order to deliver equality outcomes that 'will enable us to better perform the Equality Duty' the City Council decided to directly link the Dundee Partnership Single Outcome Agreement priorities, the Council Plan 2012-2017 and Departmental Service Plans to the delivery of equality outcomes.

5.8 This approach will enable measurable, informed, community led, good equality practices to be mainstreamed into day-to-day delivery and planning across all areas of the council's activities.

6.0 POLICY IMPLICATIONS

6.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environmental Assessment, Anti-Poverty, Equality Impact Assessment and Risk Management.

6.2 An Equality Impact Assessment is attached to this report.

7.0 CONSULTATION

7.1 Chief Executive, Director of Corporate Services and Head of Democratic & Legal Services have been consulted on this report.

8.0 BACKGROUND PAPERS

8.1 None

STEWART MURDOCH
DIRECTOR, LEISURE AND COMMUNITIES
26 MARCH 2013

DUNDEE CITY COUNCIL

Equality Impact Assessment Tool

Part 1 Description / Consultation

Is this a Rapid Equality Impact Assessment (RIAT) ?	YES
Is this a Full Equality Impact Assessment (EQIA)?	NO
Date of assessment 26/03/13	Title of document being assessed Dundee City Council Mainstreaming Equality Report 2013-2017
Committee report number 166 2013	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) <input type="checkbox"/> X	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	Dundee City Council Mainstreaming Equality Report 2013-2017. In compliance with the Equality Act 2010, (Specific Duties) (Scotland) Regulations
3) What is the intended outcome of this policy, procedure, strategy or practice?	Support Dundee City Council in meeting its general equality duty to <ul style="list-style-type: none"> • eliminate discrimination; • advance equality; and • foster good relations across the range of protected characteristics.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment.	<ul style="list-style-type: none"> • The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 • Equality outcomes and the public sector equality duty: A guide for public authorities (Scotland) • Equality and Human Rights Commission, Research report 45, Poverty and Inequality in Scotland • The Scottish Health Survey. Topic Report- Equality Groups. • The position of Scotland's Equality Group, Revisiting resilience 2011 • Scottish Social housing Charter • Promoting recycling and waste management in ethnic minority areas in Rotherham, Rotherham Metropolitan Borough Council. • For Fairness in Dundee, A Strategy for Challenging Poverty and Promoting Inclusion in Dundee • Labour Market Monthly Briefing – November 2012, Employability. Lifelong Learning and Skills Analysis • Young People with Learning and Communication Difficulties and Youth Justice, Youth Justice National Development Team • Audit Commission Scotland, Best Value Two Report • Dundee City Council, Community Planning Partnership Report, February 2012 • Dundee City Council, Final Report on programs and indicators in the council plan. • Departmental Service Plans 2012-2017

<p>5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.</p>	<p>Dundee City Council, in partnership with voluntary and statutory agencies in the city, decided at an early stage that a pro-active approach to engaging protected communities was essential to the development of equality outcomes. To this end a Dundee Partnership event was held in June 2012.</p> <p>Almost a hundred people were involved in the event, including council officers, police, NHS, disability organisations, representatives of BME, LGBT communities, pensioners groups etc. The event focused on stimulating 'conversations' between agencies and individuals that allowed a shared understanding and open dialogue. Analysis of the conversations found that people with protected communities need</p> <ul style="list-style-type: none"> • Staff trained in communication skills • Community services accessible to all • Accessible information on services • Promote how people can be involved • Promote good relations across communities • Better joined up working • Building community confidence • Understanding the link between Inequality & Poverty <p>Details of the event is available at http://www.dundee.gov.uk/equanddiv/jointconsult/</p>
<p>6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)</p>	<p>Corporate Equality and Diversity Steering Group Departmental Equality Groups. (A full list of officers involved available on request)</p>
<p>7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy? (Example: if the impact on a community is not known what will you do to gather the information needed and when will you do this?)</p>	<p>No</p>

Part 2 Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or Belief	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with a disability	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Age	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socio-economic	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPENDICES

Appendix 1

1. Dundee City Council's Mainstreaming Equality Report Introduction
2. Progress Dundee City Council has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
3. How protected characteristic communities have involved in Council policy and practice
4. Assessing the impact and reviewing Council policies and practices
5. Equality and Diversity Training
6. Equality and Diversity Grants
7. How Dundee City Council set its Equality Outcomes
8. Equal Pay Policy
9. Gender Pay Gap
10. Occupational Segregation
11. Employee Monitoring

Appendix 2

Dundee City Council' Equality Outcomes 2013-2017

Appendix 3-4

Occupational Segregation Statistics

Appendix 5

Employee monitoring data

Dundee City Council's Mainstreaming Equality Report

1.0 Introduction

1.1 The mainstreaming equality report supersedes and builds upon the good work taken forward in meeting the equality outcomes set out in Dundee City Council's Single Equality Scheme 2009-2012 as approved by the Policy and Resources Committees on 23 November 2009. Report No. 548-2009.

1.2 The Equality Act 2010 (the Act), which harmonised and replaced previous equalities legislation come into force on 5 April 2011. The Act placed a general equality duty on public authorities to pay due regard to the need to:

- Eliminate discrimination;
- Advance equality; and
- Foster good relations across the range of protected characteristics.

1.3 The general equality duty expanded the range of those protected under equality legislation to include the following protected characteristics of age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. The equality duty also covers marriage and civil partnerships, with regard to eliminating unlawful discrimination in employment.

1.4 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a specific duty on Dundee City Council by the 30th of April 2013, to: (Note. As required by legislation Dundee City Council Education Department will produce its own mainstreaming equality report). This can be viewed by accessing the following link

- Publish a report on the progress it has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
- Assess the impact of proposed new or revised policies and practice against the needs of the general equality duty.
- Publish a set of equality outcomes which it considers will enable it to better perform the Equality Duty. (DCC will publish new equality outcomes every 4 years)
- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees
- Publish percentage difference between men and women's average hourly pay rates and use the information to assist in meeting its public sector duty and must form part of its mainstreaming report.
- Publish a statement on the Council policy on equal pay and occupational segregation between men and women council employees.
- Publish its equality reports in a manner that is accessible to the public.
- As far as practicable equality reports should use existing public performance reporting systems.
- From April 2017 the City Council will publish equal pay information in relation to employees who have a disability and/or are members of a minority racial group.
- Report bi-annually on the progress made to achieve the equality outcomes.
- Have due regard that relevant public procurement agreements, conditions should include considerations to enable the City Council to better perform the equality duty.

2.0 Progress Dundee City Council has made to make the equality duty integral to the exercise of its functions so to better perform that duty.

2.1 Mainstreaming Equality: The City Council's commitment to mainstreaming equality is best demonstrated by its actions to integrate equality into all its mainstream planning structures from the Strategic Management Level to Departmental delivery of services and the Council's involvement of people with protected characteristics in policy and practice development.

- 2.2 The Corporate Equality and Diversity Steering Group is tasked with:
- Supporting Dundee City Council in meeting its Equality Duty.
 - Ensure timely and appropriate reporting on the Equality Duty.
 - Identify gaps in meeting our Equality Duty and make appropriate recommendations.
 - Support council departments in the delivery of equality good practice.
 - Promote the engagement of people with protected characteristics in service planning.
 - Identify and support areas of work that can be taken forward in partnership.
 - Reporting and advising the Senior Management Team on equalities.
- Minutes of the Corporate Equality and Diversity Steering Group are at <http://www.dundee.gov.uk/equanddiv/coregroup>
- 2.3 The Departmental Equality Groups are tasked with:
- Leading on departmental Equality and Diversity planning and implementation.
 - Develop and maintain departmental equality action plans that reflect corporate equality priorities.
 - Identify departmental equalities training needs and make recommendations.
 - Review departmental equality impact assessments.
 - Support the delivery of service monitoring.
 - Contribute to corporate reporting on Equality and Diversity.
- For further information go to <http://www.dundee.gov.uk/equanddiv/deliveringandd/>
- 2.4 Equality Action groups, for Disability and Age, Gender and Sexual Orientation, Race Religion and Belief. The role of the Action Groups is to:
- Establish and sustain a dialogue between people with protected characteristics and organisations which represent their interests.
 - Support community involvement in the development of policies and practices.
 - Raise awareness of Dundee City Council's proactive approach to reducing the barriers faced by communities of interest.
 - Identify relevant concerns to Dundee City Council as a service provider and employer.
 - Develop and share examples of good practice and areas of positive action.
 - Seek continuous improvement and standards in the delivery of the City Council's equality practice.
 - Supporting Dundee City Council in meeting the Council's Equality Duty.
- For further information go to <http://www.dundee.gov.uk/equanddiv/deliveringandd/>
- 3.0 How protected characteristic communities have been involved in policy and practice design and implementation. (Examples)**
- 3.1 **Single Equality Scheme:** In August 2009 Dundee City Council hosted the Discovering Equality in Dundee Event. The event was attended by 78 individuals representing 35 organisations active in the areas of Age, Disability, Gender, Sexual Orientation, Race & Ethnicity, Religion and Belief. The event had three aims:
- To raise awareness of Dundee City Councils commitment to Equality and Diversity and give a picture of some of the positive actions that have been taken forward.
 - To involve communities of interest in setting their priorities to inform the development of the City Councils Single Equality Scheme.
 - To invite organisations and individuals with an interest in ending discrimination and promoting equality of opportunity to participate in the City Councils Equality Action Groups.
- 3.2 **Wheelchair Accessible Taxis:** Following extensive consultation and survey of organisations and individuals representing relevant protected characteristic communities, Dundee City Council Licencing Committee agreed that 60% of the city's taxi fleet will be wheelchair accessible. In addition all taxi licence applicants and those renewing taxi licences are required to undertake recognised training that included good practice in regard of disability.

- 3.3 **Text Service for Deaf and Hard of Hearing:** A new service came into operation in February 2012. It was developed in response to issues raised at the City Council's Equality Action Group for Age and Disability over communication problems that people who were deaf and hard of hearing had experienced when making initial contact with the City Council.
- 3.4 **Accessible City:** In January 2012, the City Council commissioned DisabledGo, one of Europe's largest disability organisations, to undertake an on-line access survey of 1000 venues across the city. People with disabilities, families and carers were directly involved in deciding which venues were to be assessed and were offered employment opportunities as access assessors. The results of the survey are available at: <http://www.disabledgo.com/en/org/dundee-city-council>
- 3.5 **Whitfield Life Services Facility:** Part of the vision for Whitfield Regeneration project, includes external shared surfaces where pedestrian and motorist share the same open spaces without pavements or barriers. Common in many European cities shared surfaces give people priority over cars. To ensure that people with disabilities felt safe and confident when using shared surfaces two special trials arranged in partnership with the Horticultural Unit of Dundee College. People were invited to give their views on the trial area of surface textures to improve accessibility across the shared surface before any final decision on the surfaces was taken.

The feedback directly informed the design team and is a good example of how by working together and involving people, we can make better choices, and achieve more sustainable outcomes.

4.0 **Accessing the impact and reviewing policies and practices**

- 4.1 **Equality Impact Assessments:** In September 2010 Dundee City Council Strategic Management Team agreed that all relevant new or amended policies put forward to council committee would be equality impact assessed using the Rapid Impact Assessment Tool (RIAT).
- 4.2 By February 2011 over 200 council staff with a responsibility for policy and/or practice development had been trained in using the RIAT and to date some 190 RAIT's are now published on the council web pages. Encouraging evidence is emerging that the RIAT is being seen by policy planners as an aid to policy planning rather than as being thought of as an additional burden. Equality Impact Assessments are published at: <http://www.dundee.gov.uk/equanddiv/equimpact/>

5.0 **Equality and Diversity Training:**

- 5.1 Dundee City Council provides Equality and Diversity Awareness E-learning program for all council staff. Elected members are briefed in the Equality Act Duties and using the equality duties to support fair financial decision making. Key front line staffs receive equality and diversity awareness training and employees with who work with individuals and communities with protected characteristic receive specific equality and diversity training relevant to their posts

6.0 **Equality and Diversity Grants:**

- 6.1 Dundee City Council's Equality and Diversity Fund is available to voluntary and community organisations, charities, social enterprises, co-operatives, community mutual, faith organisations, community interest companies, and companies limited by guarantee established for public and community benefit that are active in the City of Dundee.
- 6.2 Equality and Diversity grants are normally in the region of £200 - £500, however larger individual grants are considered. The grants are a resource which community groups can apply to for help in funding projects, programs or community events that are compatible with Dundee City Council's general equality duties and meet the following Project Outcomes
- Diverse and Cohesive Communities

- Fulfilling Potential
- Accessing Services
- Engagement in Policy Development
- Other outcomes that support Dundee City Council's General Equality Duties.

6.3 In the period April 2009 - February 2012, £7,274 was paid out in Equality and Diversity Grants into four broad protected characteristics equality groups, these are:

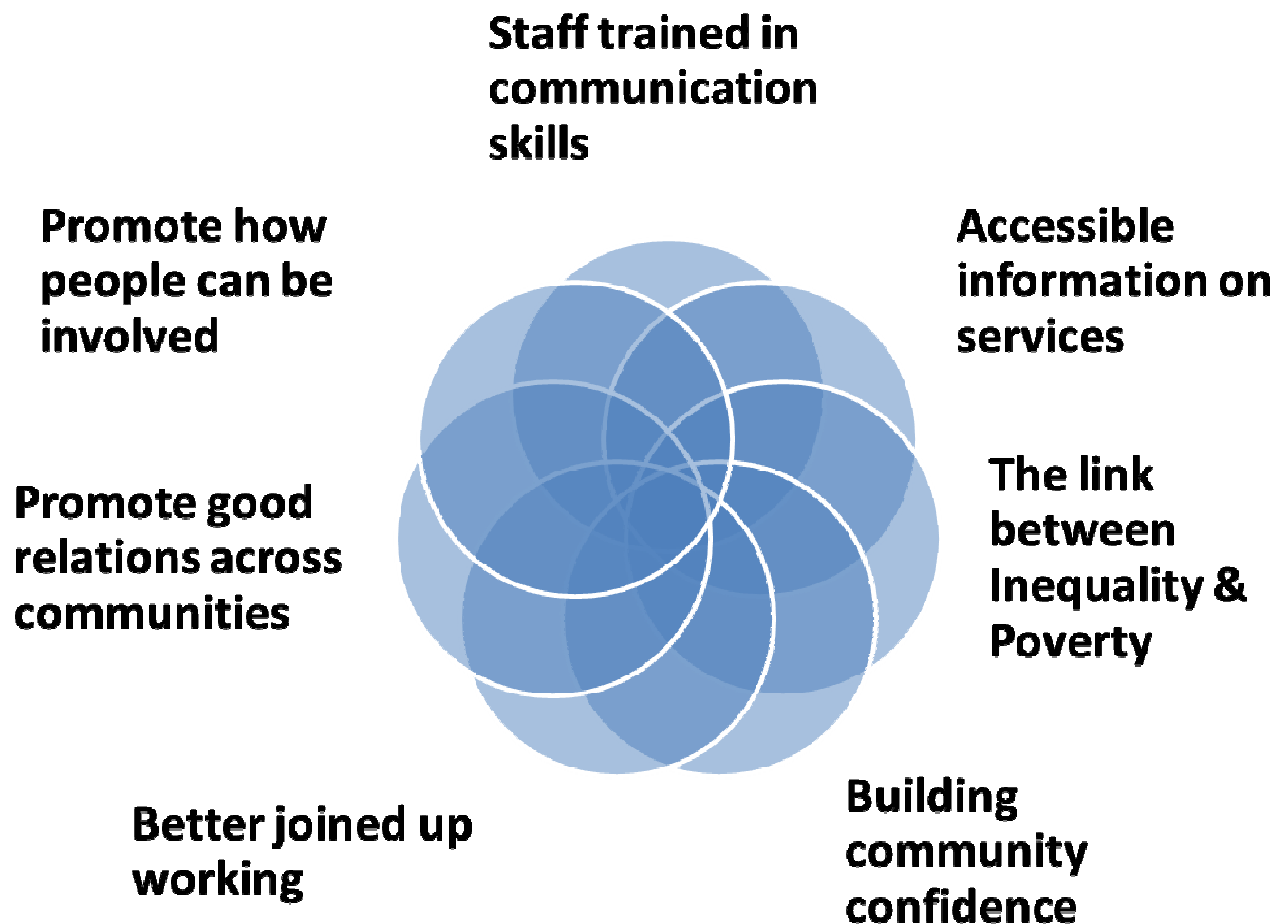
Disability	5 grants to 5 organisations totalling £2,606 or 36% of grants
Religion / Belief	1 grant to 1 organisation totalling £500 or 7% of grants
LGBT Youth	2 grants to 1 organisation totalling £1,724 or 24% of grants
Race/ Ethnicity/Gender:	4 grants to 4 organisations totalling £2,444 or 33% of grants

7.0 How Dundee City Council set its Equality Outcomes:

7.1 Dundee City Council, in partnership with voluntary and statutory agencies in the city, decided at an early stage that a pro-active approach to engaging protected communities was essential to the development of equality outcomes. To this end a Dundee Partnership event was held in June 2012.

7.2 Almost a hundred people were involved in the event, including council officers, police, NHS, disability organisations, representatives of BME, LGBT communities, pensioners groups etc. The event focused on stimulating 'conversations' between agencies and individuals that allowed a shared understanding and open dialogue.

Analysis of the conversations found that people with protected communities need



Details of the event is available at <http://www.dundee.gov.uk/equanddiv/jointconsult/>

- 7.3 In developing Dundee City Council's equality priorities, a strong evidence base was established, built upon the community identified needs, published research, the strategic priorities set out in the Single Outcome Agreement, Dundee City Council's Plan, and the Council's departmental service plans.
- 7.4 This approach aims to develop a direct link between what protected communities and research identified as key equality issues with strategic and departmental delivery priorities. By this means we can demonstrate the commitment to meeting our equality duty across all our functions in a way that is measurable and transparent.
- 7.5 Published research used to inform setting equality outcomes
- The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
 - Equality outcomes and the public sector equality duty: A guide for public authorities (Scotland)
 - Equality and Human Rights Commission, Research report 45, Poverty and Inequality in Scotland
 - The Scottish Health Survey. Topic Report- Equality Groups.
 - The position of Scotland's Equality Group, Revisiting resilience 2011
 - Scottish Social housing Charter
 - Promoting recycling and waste management in ethnic minority areas in Rotherham, Rotherham Metropolitan Borough Council.
 - For Fairness in Dundee, A Strategy for Challenging Poverty and Promoting Inclusion in Dundee
 - Labour Market Monthly Briefing – November 2012, Employability. Lifelong Learning and Skills Analysis
 - Young People with Learning and Communication Difficulties and Youth Justice, Youth Justice National Development Team
 - Audit Commission Scotland, Best Value Two Report
 - Dundee City Council, Community Planning Partnership Report, February 2012
 - Dundee City Council, Final Report on programs and indicators in the council plan.
 - Departmental Service Plans 2012-2017
- 7.6 Dundee City Council's Equality Outcomes 2013-2017 are set out in Appendix 2 of this report

8.0 Equal Pay Policy

8.1 Equal Pay Statement

Dundee City Council supports the principle of equal opportunities in employment to ensure that employees are not discriminated against regardless of their age, race, disability, sexual orientation, gender, gender re-assignment, marriage/civil partnership, pregnancy, maternity, religion or belief.

Dundee City Council is committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work related as equivalent and for work of equal value.

8.2 Equal Pay Objectives

Dundee City Council is committed to ensuring equal pay structures for all its employees and will:

- regularly review pay and rewards systems to eliminate any unfair, unjust or unlawful practices that impact on pay.
- Undertake equal pay audits to monitor the impact of its pay structure and report the findings to the Strategic Management Team.
- Take appropriate action in response to audits, as required.
- Provide training and guidance for those involved in determining pay.

- Respond to grievances on equal pay in accordance with the Council's Grievance Policy.
- Work in partnership with its recognised trade unions to ensure that the Council provides equal pay.
- Review progress every 4 years.

9.0 Gender Pay Gap Information

9.1 The Equality Act 2010 (Specific Duties)(Scotland) Regulations (2012) requires Dundee City Council to publish gender pay gap information by the 30 April 2013 and every two years thereafter.

The average total hourly rate for a Council male employee is £13.28 and the average total hourly rate for female employees is £13.07 resulting in a gender pay gap of 1.56 %.

10.0 Occupational Segregation

10.1 There are a number of posts which are either male or female dominated (see Appendix 3). These posts are traditionally occupied by either male or female employees. However highlighting the posts may allow managers to consider some positive action strategies in order to redress the balance within these post groups. A summary of males and females with regard to grades is shown in Appendix 4.

Action:

Review information, identify areas of concern and take appropriate action.

For details of occupational segregation see Appendix 3 and 4..

11.0 Employee Equality Monitoring

11.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authorities workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not and
- Foster good relations between people who share a protected characteristic and those who do not.

11.2 Information

The information detailed in this report has been compiled from a number of different and independent information systems. These systems are Resource Link (Payroll/Personnel System), National Recruitment Portal (Recruitment System), individual Departments training records/databases, Brightwave the Council's online training package as well as paper based records.

The collation of information contained in this report is labour intensive at present and work is on going to develop and coordinate the relevant IT systems to raise the profile of equality information and allow management to gain access to equality information more readily.

The Equality Act requires local authorities to report on the composition their Education Authority separately from the rest of the authority's employees. To that end the employees of the Education Department have been reported separately in the attached appendices.

For data protection purposes no record of less than five has been reported in the attached appendices.

11.3 Non Disclosure of Equality Information

The council has full disclosure rates for employees with regard to Age and Gender. Tables 1 and 2 below detail the non disclosure rates for Disability, Race and Religion and Belief.

Non Disclosure Dates Table 1

	Education	Council Education	Exc.	All Council
Disability	29%	9%		18%
Race	1%	0.1%		1%
Religion and Belief	1%	0.4%		1%

The above table details non disclosure rates for employees who chose not to answer this question (blank response).

Non Disclosure Dates Table 2

	Education	Council Education	Exc.	All Council
Disability	29%	9%		18%
Race	29%	13%		19%
Religion and Belief	36%	28%		31%

The above table details non disclosure rates for employees who chose not to answer this question (blank response) and those who answered the question and chose not to provide this information.

The new start form for the council has been reviewed to ensure that it includes all protected characteristics stipulated in the Equality Act. It is anticipated that the rates of non disclosure will gradually reduce if information is collected when employees commence their employment. Resource Link has been developed to hold the protected characteristic information and in addition further developments are underway to ensure that the council records details of appraisals, training and development, disciplinary hearings etc.

A significant number of council employees have not provided their details across the three strands covered in table 2 above. On average a third of Education employees (table 2) have not provided their equality information. This is a significant proportion of Educations workforce and as such the reasons for non disclosure should be explored with a view to increasing disclosure rates.

11.4 Maternity and Pregnancy

129 females commenced their maternity leave during 2012 with 44 being employed on a part time basis and the remaining 85 on a full time basis. Of the 129 females, 17 commenced their maternity leave and returned to work in 2012. Less than 5 female staff recruited by the council in 2012 would later commence maternity leave.

No females who were pregnant or on maternity leave were subject to disciplinary proceeding, lodged a grievance or left council employment.

11.5 Recruitment

In 2012 the Council recruited on 711 occasions. From the information detailed in the attached appendices 4.79% of applicants stated that they have a disability and 2.71% of successful candidates advised that they have a disability. 5.69% of applicants came from the Black, Minority Ethnic Community (BME) with 1.94% of successful candidates advised that they came from the BME community. 5.25% of applicants identified themselves with a non Christian religion or belief with 3.79% of successful candidates identifying themselves with a non Christian religion or belief.

11.6 Sexual Orientation

Dundee City Council does not hold information on the sexual orientation of its current employees at present although Resource Link has been developed to facilitate the information. All new employee to the council will be asked to provide their information with regard to this characteristic when they begin their employment. Dundee City Council is committed to complying with the Equality Act and steps will be made to ensure that this information is recorded for existing employees.

The National Recruitment Portal has been developed to allow the council to report on the sexual orientation of all job applicants and the successful applicants. Details are listed in the tables below broken down by the Council and Education.

Council excl. Education Table 3

Sexual Orientation	All Applications	Successful Applicants
Bisexual	74	5
Gay	187	5
Hetrosexual/Straight	11589	383
Lesbian	90	5
Other	9	
Prefer not to answer	388	13
Blank/Unknown	600	18

Education Table 4

Sexual Orientation	All Applications	Successful Applicants
Bisexual		5
Gay	14	5
Hetrosexual/Straight	2133	263
Lesbian	13	
Other		5
Prefer Not to Answer	88	9
Blank/Unknown	83	13

11.7 Gender Reassignment

At present Dundee City Council does not hold information on Gender Reassignment for current employees however this question has been incorporated into the new start form and all new starts will have an opportunity to advice on this characteristic. Steps will be made to ensure that all existing employees have the opportunity to advice on this characteristic.

Dundee City Council has received 11 job applications from individuals who identify themselves as being transgender and of the 11 candidates none were appointed.

11.8 Marriage and Civil Partnership Table 5

Civil Partnership	5	
Divorced	150	45
Married	1723	895
Separated	121	36
Single	2181	1365
Unspecified	281	881
Widowed	28	9

11.9 Future Actions

All employees within Dundee City Council will be issued with a questionnaire requesting full equality information. Resource Link will continue to be developed to hold employees equality information enabling management information to be obtained readily. The purpose of gathering this information will be communicated to all employees through existing departmental communication structures as well as being appended to the questionnaire. In addition the Chief Executive will communicate the importance of equality monitoring through the established monthly briefing system.

The equality monitoring information will be discussed by the Equality and Diversity Steering group and will remit the appropriate Departmental Equality Groups to develop actions where required.

Full details of equality monitoring see Appendix 5.

Dundee City Council Equality Outcomes

2013 -2017

The following Equality Outcomes are based on the Dundee Single Outcome Agreements as specified in the Council Plan 2012 -2017

SOA Outcome 1: Dundee will be an internationally recognised city at the heart of a vibrant region with more and better employment opportunities for our people.

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee will have more of its young people with protected characteristics moving into employment, education, and training.</p>	<p>Increase the number of young people in employability programs run by Community Learning and Development</p>	<p>Chief Executive Department Intermediate Outcome 1c</p>	<p>2017</p>
	<p>Increase the number of young people in Community Learning and Development (CLD) Youth Work employability programs</p>	<p>1c</p>	<p>2017</p>
	<p>Increase the number of participants in the Learning Around Project progressing into volunteering, further education or work</p>	<p>1c</p>	<p>2017</p>
	<p>Develop and provide opportunity for construction and design disciplines apprenticeships.</p>	<p>City Development Department Intermediate Outcome 1b</p>	<p>2017</p>
	<p>Develop Modern Apprentice Programme and establish baseline data</p>	<p>Corporate Services Department SOA 1</p>	<p>April 2015</p>
	<p>.</p>		

Dundee's Pathways to employment will enable people with protected characteristics to progress into sustainable jobs			
	Identify opportunities for supporting employability in the city	Environment Department	March 2014
	Develop a joint approach to apprentice engagement with local construction industry.	Intermediate Outcome 1b 1b	Nov 2014
	Develop partnership with Dovetail Enterprises to assist in securing viability of supported employment	1b	July 2014
	Increase the number of young, care leavers, and those with additional support needs accessing employment education and training opportunities	Social Work Department Intermediate Outcome 1c.	2017

SOA Outcome 2: Our people will be better educated and skilled within a city renowned for learning, research, innovation and culture.

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee's Cultural opportunities will reflect the diversity of its population</p> <p>Dundee will increase the levels of literacy and numeracy for protected groups including those with learning difficulties and from BME groups</p> <hr/> <p>Dundee will provide better care for people with dementia</p>	<p>Increase the number of cultural events held within community centres.</p>	<p>Chief Executive Department</p>	
	<p>Increase the number of speakers of other languages increasing their English language skills through CLD provided 'English for Speakers of Other Languages.</p>	<p>Intermediate Outcome 2a</p>	<p>2017</p>
	<p>Improve access to services for the deaf/ hard of hearing community through development of literacy support and British Sign Language identification card.</p>	<p>2c</p>	<p>2017</p>
	<hr/>	<hr/>	<hr/>
	<p>Increase the number of young people with additional support needs who access further education</p>	<p>Social Work Department</p>	<p>Intermediate Outcome 2b</p>
	<p>Develop and expand 'In college' support services</p>	<p>2b</p>	<p>2017</p>
	<p>Fund care staff to undertake Best Practice in Dementia Facilitators Training at Stirling University</p>	<p>2b</p>	<p>2017</p>

SOA Outcome 3 Our children will be safe, healthy, achieving, nurtured, active, respectful, responsible and included.

Follow this link to the Education Equality Outcomes

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee's children with protected characteristic will have help to overcome social, educational, physical and economic inequalities and will be accepted as part of the community in which they live and learn</p>	<p>Increase level of specialist interventions from Educational Psychology services to residential units in order to increase capacity of staff to support educational outcomes.</p>	<p>Social Work Department Intermediate Outcome 3c</p>	<p>2017</p>
<p>Dundee's children from all protected characteristic groups will have opportunities to take part in healthy and developmental activities</p>	<p>Develop a sustainable peer education program model across the city to address young peoples risk taking behaviour i.e. substance misuse and under age sex.</p> <p>Increase the number of young people accessing health and wellbeing information and services through the Youth Work Program.</p> <p>Undertake audit and further develop children's work services</p> <p>Enable integration of services for young people by delivering the National Entitlement Card for Access to services across the community.</p>	<p>Chief Executive Department Intermediate Outcome 3a 3b 3e 3e</p>	<p>2017 2017 2017 2017</p>

	<p>Young people engaged and influencing national developments in community planning and representative structures.</p>	<p>3f</p>	<p>2017</p>
	<p>Establish a baseline and set targets for the number of young people with protected characteristics who are accessing support from Youth Work programs.</p>	<p>3h</p>	<p>2017</p>

SOA Outcome 4: People in Dundee will experience fewer health inequalities.

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
Dundee will improve the physical and wellbeing of protected characteristic groups at additional risk of poor health	People in community regeneration areas have improved health	Chief Executive Department Intermediate Outcome 4a	2017

SOA Outcome 5: Improved physical & mental well-being

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee’s people with additional requirements relating to their protected characteristics will be able to live independently and access support when they need it.</p>	<p>People have more active lifestyle</p> <p>Increase the number of session targeting mental health and well being with community centres.</p>	<p>Chief Executive Department</p> <p>Intermediate Outcome 5a</p> <p>5b</p>	<p>2017</p> <p>2017</p>
	<p>Develop and implement a joint 10 year Commissioning Strategy for Older People and People with Dementia.</p> <p>Agree a model of Care Home Support which meets the needs of people with Dementia.</p>	<p>Social Work Department</p> <p>Intermediate Outcome 5b</p> <p>5b</p>	<p>March 2017</p> <p>March 2017</p>

SOA Outcome 6: People in Dundee are able to live independently and access support when they need it

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee’s people with disabilities and the frail elderly will have access to transport choices that supports their access to health services and social opportunities</p>	<p>Introduce Demand Responsive Travel and ensuring appropriate Public Transport Network will allow older people to access treatment and support from wherever they live in Dundee.</p>	<p>City Development Department Intermediate Outcome 6b</p>	<p>2017</p>
<p>Dundee’s older people and people with disabilities will have access to appropriate supports to enable them to live independently.</p>	<p>People requiring homecare support will receive social care enablement support with a view to optimising independence. There will be an increase in numbers of people who require less home car/social care support following the provision of enablement services</p> <p>Older people and other adults receive care, treatment and support in community settings as opposed to long term care settings.</p>	<p>Social Work Department Intermediate Outcome 6a 6d</p>	<p>Dec 2017 Dec 2015</p>

SOA Outcome 7: Our Communities will be safe and feel safe

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
Dundee's people with protected characteristics will feel safe.	Deliver a safer city centre initiative to create a city where our communities will be safe and feel safe, and to discourage anti-social behaviour.	City Development Department Intermediate Outcome 7a	Dec 2017
Dundee will reduce the levels, and fear, of hate crime	Increased levels of satisfaction with service from Community Safety Wardens. Support the Hate Incident Multi Agency Partnership	Chief Executive Department Intermediate Outcome 7a 7a	2017 April 2013

SOA Outcome 8: Dundee will be a fair and socially inclusive city.

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee's people with protected characteristics will be consulted in the development of service planning and delivery</p> <p>Dundee's people with protected characteristics will have fair and equal access to all councils services</p>	<p>Customers with differing needs based on age, disability, gender, sexual orientation, race, religion & belief, gender reassignment, pregnancy & maternity, marriage and civil partnership will be equally satisfied that the service they receive takes account of their specific requirements.</p> <p>We will gather information on the ethnic origin of all applicants to ensure equal opportunities of access to social housing.</p> <p>Council housing allocation will reflect the diverse population of the City.</p>	<p>Housing Department</p> <p>Intermediate Outcome CO1f</p> <p>CO1f</p> <p>CO1f</p>	<p>2017</p> <p>2017?</p> <p>2017</p>
	<p>People with protected characteristics will be equally satisfied that services take account of their specific requirements.</p>	<p>Environment Department</p> <p>Intermediate Outcome CO1f</p>	<p>March 2014</p>

	<p>Council customers will be satisfied with their experience in using council services and contacting the council by phone, text, and internet and within council offices.</p> <p>Ensure total spend of approved Discretionary Housing Benefit Payments</p> <p>Fully utilise the Scottish Welfare Fund Budget</p>	<p>Corporate Services Department</p> <p>Intermediate OutcomeCO1a</p> <p>8b</p> <p>8b</p>	<p>2017</p> <p>2017</p> <p>2017</p>
	<p>Increase the number of voluntary sector projects accessing community grants</p>	<p>Chief Executive Intermediate</p> <p>Outcome 8c</p>	<p>2017</p>

SOA Outcome 9: Our people will live in strong, popular and attractive communities.

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
Dundee's neighbourhoods will promote integration between all groups in achieving greater community spirit, confidence and wellbeing.	Racist and offensive graffiti cleaned within the 24hrs of its reporting	Environment Department Intermediate Outcome 9a	2017
Dundee's communities' will have physical environments which are accessible to those with physical disabilities	Delivering Capital Plan programme e.g. school estate, community centres, leisure centres, integrated community health projects, environmental improvements, open space strategy, coastal protection etc.	City Development Department Intermediate Outcome 9a	December 2017
	Increase the number of individuals and/or groups involved in the planning, delivery and evaluating of festivals and other community events.	Chief Executive Department Intermediate Outcome 9b	2017

SOA Outcome 10 : Our communities will have high quality and accessible local services and facilities

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
<p>Dundee’s travel network will be responsive to the needs of those with limited mobility</p>	<p>Produce a plan to deploy Demand Responsive Transport to aid accessible transport for social inclusion</p>	<p>City Development Department Intermediate Outcome 10b</p>	<p>Dec 2017</p>
	<p>Introduce Demand Responsive transport citywide on a phased basis</p>	<p>10b</p>	<p>2017</p>
	<p>Engage and react to community needs through participation of LCPPs</p>	<p>10b</p>	<p>2017</p>
<p>Dundee’s people from all protected characteristic groups will engage and participate fully in the life of all communities.</p>	<p>Develop a strategy to build community capacity within community groups to enable the transfer of appropriate land and assets to the community.</p>	<p>Environment Department Intermediate Outcome 10b</p>	<p>July 2013</p>
	<p>Support and increase the activity of community groups involved in the management and maintenance of open spaces.</p>	<p>10b</p>	<p>March 2017</p>

	Increase the number of individuals / groups involved in planning, delivering and evaluating Local Community Engagement Plans.	Chief Executive Department Intermediate Outcome 10b	Dec 2017
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SOA Outcome 11: Our people will live in a low carbon, sustainable city			
Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
Dundee's people with protected characteristics are aware of, and actively involved in, the development of a low carbon, sustainable city.	Streamline current education awareness activities to provide a more targeted approach to waste e education and to promote the Toward Zero Waste message	Environment Department Intermediate Outcome 11c.	March 2017

Best Value 2 Improvement plan

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
Dundee City Council, as a major employer, will address employment gender imbalance in the top 2% of employees.	Take steps to tackle identified gender imbalance within Dundee City Council.	Chief Executive Department and Equality and Diversity Steering Group	April 2017

Continuation of the Outcomes from the Previous Single Equality Scheme

Equality Outcomes	Departmental Service Action Plan	Lead Department /Intermediate Outcome	Target Date
Dundee City Council will increase it's understanding of the needs of it's service users with protected characteristics to improve it's service delivery	Equality Service Monitoring across the Council is developed utilising improved IT systems.	Corporate Services Department	April 2017
	Improvements are made to the quality and robustness of the Council's EQIAs to ensure that any policy for practice gives due regard to the Equality Duty	All Departments	April 2017
	Equality Training is further developed so all staff are aware of the Council's Equality Duty and good equality practice	Corporate Services Department	April 2017

Occupational Segregation Posts Dominated by Males or Females 2011-12

Post Title	Grade	Males	%	Females	%	Total
Domestic Assistant	1	2	4.26%	45	95.74%	47
Supervisory Assistant	2	4	6.25%	60	93.75%	64
Sheltered Housing Auxiliary	2	0	0.00%	34	100.00%	34
Clerical Officer/Assistant	3	15	4.19%	343	95.81%	358
Auxiliary	3	1	1.03%	96	98.97%	97
Escort/Escort Attendant	3	11	17.46%	52	82.54%	63
Caretaker	3	25	92.59%	2	7.41%	27
Street Sweeper	3	78	98.73%	1	1.27%	79
Community Safety Wardens	3	23	79.31%	6	20.69%	29
Senior Clerical Assistant/Officer	4	6	8.33%	66	91.67%	72
Classroom Assistant	4	0	0.00%	65	100.00%	65
Driver Non HGV	4	47	90.38%	5	9.62%	52
Senior Clerical Assistant/Officer	5	0	0.00%	13	100.00%	13
Social Care Officer	5	35	12.15%	253	87.85%	288
Sheltered Housing Warden	5	7	9.09%	70	90.91%	77
Centre Admin/Admin Officer	5	3	3.95%	73	96.05%	76
Additional Support Needs Asst.	5	4	6.06%	62	93.94%	66
Gardener (2)	5	44	100.00%	0	0.00%	44
Refuse Collector	5	36	100.00%	0	0.00%	36
Additional Support Needs Asst.	6	3	1.85%	159	98.15%	162
Admin Assistant	6	0	0.00%	20	100.00%	20
Social Care Officer/Worker	6	28	17.72%	130	82.28%	158
Facilities Assistant	6	47	100.00%	0	0.00%	47
Gardener (3)	6	39	97.50%	1	2.50%	40
Driver HGV and others	6	49	100.00%	0	0.00%	49

Admin Assistant/Officer	7	2	4.26%	45	95.74%	47
Early Years Practitioner	7	1	0.43%	232	99.57%	233
Social Care Worker/Officer	7	52	10.81%	429	89.19%	481
Gardener (4)	7	18	94.74%	1	5.26%	19
Senior Social Care Officer	8	11	20.00%	44	80.00%	55
Senior Family Support Worker	8	0	0.00%	11	100.00%	11
Education Resource Worker	8	3	15.79%	16	84.21%	19
Social Care Organiser	9	2	8.33%	22	91.67%	24
Social Worker	9	7	21.21%	26	78.79%	33
Social Worker	10	15	13.64%	95	86.36%	110
Care Manager	10	4	10.53%	34	89.47%	38
SW Team Managers	11	10	18.18%	45	81.82%	55
I.T. Officer	11	27	81.82%	6	18.18%	33
Craft Workers		290	98.64%	4	1.36%	294
Unpromoted Teachers		172	17.71%	799	82.29%	971
Chartered Teachers		10	9.71%	93	90.29%	103
Total Number		1131		3458		4589

Occupational Segregation by Grades

Equal Work Group	Total Number of Employees	All Males	Percentage of Males	All Females	Percentage of Females
Chief Officers	77	49	63.64%	28	36.36%
Grade 1	141	32	22.70%	109	77.30%
Grade 2	255	102	40.00%	153	60.00%
Grade 3	947	263	27.77%	684	72.23%
Grade 4	505	156	30.89%	349	69.11%
Grade 5	858	221	25.76%	637	74.24%
Grade 6	848	333	39.27%	515	60.73%
Grade 7	1071	187	17.46%	884	82.54%
Grade 8	462	144	31.17%	318	68.83%
Grade 9	280	135	48.21%	145	51.79%
Grade 10	433	149	34.41%	284	65.59%
Grade 11	282	130	46.10%	152	53.90%
Grade 12	54	31	57.41%	23	42.59%
Grade 13	55	43	78.18%	12	21.82%
Miscellaneous	6	4	66.67%	2	33.33%
Craft Workers and Apprentices	294	290	98.64%	4	1.36%
Probationer Teachers	61	20	32.79%	41	67.21%
Unpromoted Teachers	971	172	17.71%	799	82.29%
Chartered Teachers	103	10	9.71%	93	90.29%
Principal Teachers	292	102	34.93%	190	65.07%
DHT/ Head Teachers	113	28	24.78%	85	75.22%
Education Psychologist Serv	17	3	17.65%	14	82.35%
Music Teachers	23	15	65.22%	8	34.78%

Quality Improvement	9	3	33.33%	6	66.67%
Other Educ Miscellaneous	5	1	20.00%	4	80.00%
Total	8162	2623	32.14%	5539	67.86%

Appendix 5

Council Excl. Education - Job Applicants and Existing Employees broken down by Age for 2012

Age	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Up to 20	51	1100	13	29	< 5	9	42	151		< 5		< 5	< 5	< 5
21 - 30	507	4991	133	123	14	207	300	1216	23	36	7	8	6	73
31 - 40	795	2234	71	155	12	326	469	2937	47	67	< 5	13	8	51
41 - 50	1466	2292	99	123	15	464	1002	4992	< 5	158	14	23	10	46
51 - 60	1390	1341	39	62	5	434	956	4305		156	14	13	8	74
61 - 70	276	91	< 5	< 5		137	139	569		19	5	< 5	9	83
71 - 80	< 5					< 5		< 5						< 5
81 and above	< 5					< 5								
No Entry		888	67	25	< 5									

No Entry - Applicant/Employee chose not to answer this question

The Equality and Human Rights Commissions 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 "<5" above.

Education Department - Job Applicants and Existing Employees broken down by Age for 2012

Age	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Up to 20	15	20	< 5			14	< 5							
21 - 30	462	1023	136	57	10	130	332	847	14	33			< 5	55
31 - 40	698	510	67	82	11	282	416	1314	39	24		< 5	< 5	38
41 - 50	819	446	45	65	6	368	451	1587	< 5	57	< 5	< 5	< 5	29
51 - 60	853	249	23	43	5	339	514	1410		29		5	< 5	36
61 - 70	283	15	< 5	< 5		226	57	135		< 5		< 5	< 5	51
71 - 80	86					86		6					< 5	< 5
81 and above	8					8								< 5
No Entry		73	11	< 5										

No Entry - Applicant/Employee chose not to answer this question

The Equality and Human Rights Commissions 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 "<5" above.

Council Excl. Education - Job Applicants and Existing Employees broken down by Disability for 2012

Disability	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Yes	77	668	6	41		37	41	175	< 5	< 5		< 5	< 5	5
Yes - No Entry	16					9	8	26						
Yes - Sensory Impairment	13	61				< 5	8	44						
Yes - Physical Impairment	10	93	< 5			< 5	5	39	< 5	< 5				
Yes - Longstanding Illness or Health Condition		168	< 5	11										
Yes - Mental Health Condition	< 5	114		< 5			< 5	< 5						
Yes - Other	8	43		< 5		< 5	6	11				< 5	< 5	
Yes - Learning Disability or Cognitive Impairment	< 5	189	< 5	24		< 5	< 5	11						< 5
Yes - Prefer not to Answer	26					15	9	41		< 5				< 5
No	3985	11979	407	473	50	1383	2601	12469	73	437	43	60	41	328
Prefer Not to Answer		214	5	5										
No Entry	426	76	6			164	262	1527						

No Entry - Applicant/Employee chose not to answer this question

Education Department - Job Applicants and Existing Employees broken down by Disability for 2012

Disability	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Yes	42	105	15	8		26	16	76						< 5
Yes - No Entry	6					6		7						
Yes - Sensory Impairment	8	15	< 5			5	< 5	10						
Yes - Physical Impairment	6	14	< 5			< 5	< 5	< 5						< 5
Yes - Longstanding Illness or Health Condition	< 5	27	< 5	5		< 5	< 5	7						
Yes - Mental Health Condition	< 5	8	< 5			< 5								
Yes - Other	13	10	< 5			7	6	15						
Yes - Learning Disability or Cognitive Impairment	< 5	31	< 5	< 5		< 5	< 5	34						
Yes - Prefer not to Answer	< 5						< 5	< 5						
No	2258	2172	260	242	32	1043	1215	4040	57	144	< 5	9	10	214
Prefer Not to Answer		22	< 5											
No Entry	924	37	9			385	539	1183						

No Entry - Applicant/Employee chose not to answer this question

Council Excl. Education - Job Applicants and Existing Employees broken down by Race for 2012

Race	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
African - (Inc.Scottish/British)	< 5	52		< 5			< 5					< 5	< 5	< 5
African - Other (Inc.Scottish/British)	< 5	119	< 5	8		< 5								
Asian - Bangladeshi (Inc.Scottish/British)	< 5	29		< 5			< 5							
Asian - Chinese (Inc.Scottish/British)	7	48		< 5		< 5	< 5	41		< 5				< 5
Asian - Indian (Inc.Scottish/British)	8	118		< 5		< 5	6	54						< 5
Asian - Other (Inc.Scottish/British)	9	37	< 5	< 5		5	< 5	5						
Asian - Pakistani (Inc.Scottish/British)	9	119	< 5	< 5		5	< 5	17	< 5					< 5
Caribbean or Black - Black (Inc.Scottish/British)	< 5	39					< 5	< 5						
Caribbean or Black - Caribbean (Inc.Scottish/British)				< 5										
Caribbean or Black - Other (Inc.Scottish/British)		10												
Gypsy/Traveller	< 5	< 5					< 5							
Mixed or Multiple Ethnic Group	13	93	< 5	< 5	< 5	5	8	33	< 5	< 5				
No Entry	5					< 5	< 5		< 5	< 5				8
Arab - Other (Inc.Scottish/British)		23		< 5										
Arab - Arab (Inc.Scottish/British)														
Other Ethnic Background	< 5	63	< 5	< 5		< 5	< 5	< 5						
Prefer Not to Answer	565	368	12	9		205	360	1660	14	85	< 5	12	< 5	48
White - Eastern European	< 5	231	< 5	15			< 5	< 5						
White - Irish	30	156	5	< 5		8	22	110	< 5			< 5		< 5
White - Other British	205	955	22	32	< 5	69	136	1032	6	17	5	< 5	< 5	19
White - Other White Ethnic Group	58	265	< 5	< 5		31	27	145	< 5	< 5	< 5	< 5	< 5	5
White - Scottish	3569	10208	368	430	48	1239	2330	11068	48	331	33	44	36	244

Education Department - Job Applicants and Existing Employees broken down by Race for 2012

Race	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
African - (Inc.Scottish/British)		8												
African - Other (Inc.Scottish/British)		15												
Asian - Bangladeshi (Inc.Scottish/British)	< 5	6				< 5	< 5	5		< 5				
Asian - Chinese (Inc.Scottish/British)	< 5	6	< 5			< 5								
Asian - Indian (Inc.Scottish/British)	6	15	< 5			< 5	< 5	5						
Asian - Other (Inc.Scottish/British)	10	9		< 5		6	< 5	< 5						< 5
Asian - Pakistani (Inc.Scottish/British)	6	11		< 5		< 5	< 5	< 5						
Caribbean or Black - Black (Inc.Scottish/British)	< 5			< 5			< 5							
Caribbean or Black - Caribbean (Inc.Scottish/British)								34						
Caribbean or Black - Other (Inc.Scottish/British)		< 5												
Gypsy/Traveller														
Mixed or Multiple Ethnic Group	5	11	< 5			< 5	< 5	7						
No Entry	41					18	23	22	< 5			< 5		36
Arab - Other (Inc.Scottish/British)	< 5	< 5	< 5											
Arab - Arab (Inc.Scottish/British)						< 5								
Other Ethnic Background	< 5	30		< 5		< 5	< 5	8						
Prefer Not to Answer	886	84	10	5	< 5	371	515	1118	23	29		< 5	< 5	34
White - Eastern European	< 5	57	< 5			< 5								
White - Irish	26	43	5	7	< 5	7	19	42	< 5	< 5				< 5
White - Other British	135	166	23	11	< 5	54	81	246	< 5	< 5			< 5	10
White - Other White Ethnic Group	39	65	7	5		19	20	39						8
White - Scottish	2058	1805	236	210	27	959	1099	3766	30	111	< 5	< 5	6	122

Council Excl. Education - Job Applicants and Existing Employees broken down by Gender for 2012

Gender	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Female	2538	6454	243	305	33	1333	1205	8151	74	39	17	24	20	186
Male	1950	6296	172	214	17	247	1703	6020		400	26	38	22	147
No Entry		76	8											
Other														
Prefer Not to Answer		111	< 5											

Education Department - Job Applicants and Existing Employees broken down by Gender for 2012

Gender	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Female	2486	1556	217	140	21	1172	1314	4541	57	130	< 5	< 5	6	167
Male	738	732	61	108	11	281	457	758		14		5	< 5	48
No Entry		37	9											
Other														
Prefer Not to Answer		11		< 5										

Council Excl. Education - Job Applicants and Existing Employees broken down by Religion or Belief for 2012

Religion or Belief	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Buddhist	5	36	< 5	5		< 5	< 5	22						
Church of Scotland	956	2185	77	108	11	304	652	2972	7	83	7	8	9	70
Hindu	8	69		< 5		< 5	5	55						
Jewish	< 5	12				< 5	< 5	< 5						
Muslim	18	245	5	6		8	10	47	< 5					< 5
No Entry	17					9	8	58		< 5				11
None	1129	6179	201	194	21	436	693	3751	21	90	20	16	13	92
Other Christian	259	873	19	56	< 5	80	179	1134	6	32	< 5	6	< 5	19
Other Religion or Belief	99	320	10	8		32	67	419	< 5	< 5	< 5	< 5	< 5	7
Prefer Not to Answer	1243	768	19	24	< 5	209	371	1552	16	65	11	21	9	87
Roman Catholic	750	2240	90	115	14	495	918	4158	20	164	< 5	10	5	44
Sikh	< 5	10	< 5			< 5	< 5							

Education Department - Job Applicants and Existing Employees broken down by Religion or Belief for 2012

Religion or Belief	Employees in Post	Job Applications	Successful Applicants	Promoted - Applications	Promoted - Successful	Part Time - Employees	Full Time - Employees	Training & Development	Return to Work from Maternity Leave	Employee Personal Development Plan	Employees Lodging Grievances	Employees Subject to Disciplinary Procedures	Dismissals	Leavers excl. Dismissals
Buddhist	< 5	9	< 5			< 5	< 5	< 5						
Church of Scotland	718	546	83	79	10	350	368	1305	11	34			< 5	44
Hindu	< 5	10				< 5	< 5	< 5						
Jewish	< 5					< 5								
Muslim	16	39	< 5	< 5		13	< 5	15		< 5				< 5
No Entry	50			60		18	32	47	< 5	< 5		< 5	< 5	39
None	471	772	84		8	240	231	878	7	22	< 5	< 5		31
Other Christian	222	213	16	16	< 5	96	126	455	< 5	7				20
Other Religion or Belief	37	51	6	< 5		26	11	36	< 5					< 5
Prefer Not to Answer	1158	254	35	16	< 5	485	673	1580	28	38		5	< 5	45
Roman Catholic	543	440	60	72	11	219	324	974	7	40	< 5	< 5	< 5	31
Sikh	< 5	< 5				< 5	< 5	< 5						