

DUNDEE CITY COUNCIL

REPORT TO: Policy and Resources Committee - 27 April 2009

REPORT ON: Employment Equality Monitoring

REPORT BY: Head of Personnel

REPORT NO: 222-2009

1 PURPOSE OF REPORT

1.1 The purpose of this report is to advise Committee of the employment equality monitoring statistics for calendar year 2008.

2 RECOMMENDATION

2.1 It is recommended that the Committee notes the employment equality monitoring statistics detailed in the attached appendices 1-4.

3 FINANCIAL IMPLICATIONS

3.1 None.

4 MAIN TEXT

4.1 The Council's Race Equality and Diversity Scheme, Disability Equality and Diversity Scheme and Gender Equality and Diversity Scheme set out how the Council plans to meet the requirements of employment legislation and gives a commitment to equality monitoring.

4.2 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.

4.3 The statistics detailed in this report have been generated from a number of different and independent information systems. These systems are, Resource Link (New Personnel/Payroll System), HR Director (Recruitment System), Organisational Development's Training Database, Information Technology's Training Database, individual departments training records/databases and 2001's census.

4.4 All Dundee City Council employees have now transferred to Resource Link (Payroll/Personnel system). The transfer will allow the council to report more accurate equality information in the future.

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

- 4.6 From the information detailed in the attached appendices there continues to be a relatively high incidence of employees who are either unwilling to provide the information (Unspecified) or have decided not to answer the question. 23% of employees have not provided their ethnic origin, this is broken down by 14% have not answered the question and 9% have decided not to specify. 39% of employees have decided not to answer the question on disability and 35% of employees have not provided their religious belief, this is broken down by 16% have not answered the question and 19% have decided not to specify.
- 4.7 In 2008, the Council recruited 1048 employees. The non disclosure rates for successful candidates have greatly improved over the previous year with the exception of Religious Belief, however this has still improved over last years return. The table below details the non disclosure rates over the past two years for successful candidates by each of the equality strands.

	2008	2007
Disability	6%	58%
Gender	0.5%	0%
Ethnic Origin	6%	49%
Religious Belief	36%	56%

- 4.8 A Training and Development specification is currently being finalised which will allow the Information Technology Department to develop a corporate training and development system which will enable the Council to provide more accurate management information.
- 4.9 Following the changes made to the Application for Employment form the Council can now report information for job applicants by religious belief, disability type and also current employees who are applying for a promoted post.
- 4.10 An analysis of Dundee City Council's equality monitoring information for calendar year 2008 has been compared to the 2001 census information for Dundee and Scotland and also against the information provided in the three previous Equality Monitoring Reports. This analysis can be seen at appendices 5-7 and shows that the disclosure rate, amount of information reportable and quality of information has improved on a year by year basis.
- 4.11 The Personnel department is currently undertaking an exercise to ensure that the wider community are aware of employment opportunities within the Council and to ensure that every reasonable step is made to encourage the wider community to apply for council vacancies.

5 FUTURE ACTIONS

- 5.1 The equality monitoring statistics will continue to 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.
- 5.2 The Personnel Department will ensure that employee equality information is taken account by the Information Technology department during the design and development of the new Training and Development system. The system will require to record whether training resulted from the Staff Development Review process.

- 5.3 The Personnel department will take steps to encourage employees to disclose their equality details in order to raise disclosure rates.

6 **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. There are no major issues.

7 **CONSULTATION**

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

8 **BACKGROUND PAPERS**

- 8.1 None.

I Martin
Head of Personnel

17 April 2009

Religious Belief	Job Applicant	Successful Applicants	Applications for Promoted Posts	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	609	53	6	552	3	4	39	974	734
Church of Scotland	3284	221	81	2185	3	22	173	3720	2601
Church of England		14		115		3	17	156	117
Hindu	129	1		11				11	9
Muslim	318	7	1	30			2	45	45
Sikh				6	1	1		5	7
Roman Catholic	2770	147	43	1498	5	21	116	2744	1804
Buddhist	40	2	1	11			4	14	8
Jewish				2				2	1
Other Religion	124	24	1	161	2	2	13	294	188
No Religion	7771	204	96	1638	14	21	119	2673	1676
No Entry		243	15	1578	4	15	203	3826	2530
Unspecified		132		1826	11	30	183	1935	1617

*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	Applications for Promoted Posts	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	11352	792	172	6608	28	76	483	11100	7588
English	343	34	4	340	2	6	45	454	337
Welsh	48	2		18	1		8	40	26
British	3468	115	51						
Other British	269			97		1	7	195	147
Irish	109	9	5	77			11	165	98
Other White	410	19	4	106		1	9	154	77
Mixed	52	3		13			1	22	9
Indian	198	2		13	1			15	15
Bangladeshi	52			3					
Pakistani	146	6		15				19	18
Chinese	92	3	1	13			1	2	1
Other Asian	37			16			3	22	19
Caribbean	7			2				1	1
African	211			5		1	1		
Other Black	6	1		1					
Other Ethnic Background	133	2	1	6		1	1	3	4
No Entry		60	6	1373	4	16	176	3594	2414
Unspecified				907	7	17	123	614	583

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

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	Job Applicant	Successful Applicants	Applications for Promoted Posts	Employees in Post	Employees who have lodged Grievances	Employees Subject to Disciplinary Action	Employees Who Cease Employment	Employees Applying for Training	Employees Receiving Training
Disability									
Yes	584	16	9	162	1	3	14	151	89
Physical or Motor Impairment	107	1	1	17		1	2	13	13
Mental Health Problem	88	1		4			2	1	
Learning Difficulties/Disabilities				5				13	3
Hearing Impairment - Full/Partial	104	2	2	20		1	4	11	8
Visual Impairment - Full/Partial	29	1	1	8		1		17	22
Multiple Disabilities	46			4				5	3
Other Chronic condition or disability	157	3	5	29			3	21	15
Unspecified				4			1	2	1
Yes - No Entry	53	8		71	1		2	68	24
No	16400	970	235	5643	22	50	442	10829	6484
No Entry	29	62		3808	20	66	413	5420	4764

*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.

Gender	Job Applicant	Successful Applicants	Applications for Promoted Posts	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	6669	271	74	3452	13	67	516	3226	3018
Female	10344	722	164	6161	30	52	353	12695	8319
No Entry		55	6					479	

*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.

Religion					2006 return		2007 Return		2008 Return		2009 Return	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
No Religion	1,394,460	27.5	42,192	29.0	N/A		1,363	15.7	1,388	15.4	1,638	17.0
Church of Scotland	2,146,251	42.4	50,787	34.9	N/A		2,053	23.6	1,763	19.6	2,185	22.7
Roman Catholic	803,732	15.9	29,328	20.1	N/A		1,390	16.0	1,222	13.6	1,498	15.6
Other Christian	344,562	6.8	9,637	6.6	N/A		728	8.4	542	6.0	667	6.9
Buddhist	6,830	0.1	240	0.2	N/A		9	0.1	12	0.1	11	0.1
Hindu	5,564	0.1	380	0.3	N/A		9	0.1	9	0.1	11	0.1
Jewish	6,448	0.1	60	0.0	N/A		2	0.0	1	0.0	2	0.0
Muslim	42,557	0.8	2,859	2.0	N/A		22	0.3	24	0.3	30	0.3
Sikh	6,572	0.1	206	0.1	N/A		7	0.1	6	0.1	6	0.1
Another Religion	26,974	0.5	940	0.6	N/A		128	1.5	153	1.7	161	1.7
No Entry	278,061	5.5	9,034	6.2	N/A		1,968	22.6	2,730	30.4	1,578	16.4
Unspecified	-	-	-	-	N/A		1,021	11.7	1,145	12.7	1,826	19.0
Totals	5,062,011		145,663				8,700		8,995		9,613	

Gender					2006 return		2007 Return		2008 Return		2009 Return	
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Male	2,432,494	48.1	69,140	47.5	3,291	40.0	3,063	35.2	3,073	34.2	3,452	35.9
Female	2,629,517	51.9	76,523	52.5	4,936	60.0	5,637	64.8	5,922	65.8	6,161	64.1
Totals	5,062,011		145,663		8,227		8,700		8,995		9,613	

Ethnic Group	2006 return		2007 Return		2008 Return		2009 Return					
	Scotland	%	Dundee	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%		
White	4,960,334	98.0	140,330	96.3	4,224	50.1	5,370	61.7	7,102	79.0	7,246	75.4
Indian	15,037	0.3	1,023	0.7	6	0.1	11	0.1	12	0.1	13	0.1
Pakistani	31,793	0.6	1,723	1.2	1	0.0	5	0.1	11	0.1	15	0.2
Bangladeshi	1,981	0.0	233	0.2	2	0.0	3	0.0	5	0.1	3	0.0
Other Asian	6,196	0.1	416	0.3	15	0.2	10	0.1	17	0.2	16	0.2
Chinese	16,310	0.3	699	0.5	2	0.0	3	0.0	11	0.1	13	0.1
Black	8,025	0.2	383	0.3	2	0.0	16	0.2	6	0.1	8	0.1
Any Mixed Background	12,764	0.3	395	0.3	6	0.1	9	0.1	15	0.2	13	0.1
Other Ethnic Group	9,571	0.2	461	0.3	3	0.0	84	1.0	51	0.6	6	0.1
No Entry	0	0.0	0	0.0	4,056	48.1	2,965	34.1	1,345	15.0	1,373	14.3
Unspecified	-	-	-	-	118	1.4	224	2.6	420	4.7	907	9.4
Totals	5,062,011		145,663		8,435		8,700		8,995		9,613	

Disability	2006 return		2007 Return		2008 Return		2009 Return	
	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%	Dundee City Council	%
Yes	1	0.0	107	1.2	145	1.6	162	1.7
Physical or Motor Impairment	9	0.1	9	0.1	4	0.0	17	0.2
Mental Health Problem		0.0	2	0.0	1	0.0	4	0.0
Learning Difficulties/Disabilities		0.0	2	0.0	2	0.0	5	0.1
Hearing Impairment - Full/Partial	5	0.1	11	0.1	3	0.0	20	0.2
Visual Impairment - Full/Partial	4	0.0	3	0.0	2	0.0	8	0.1
Multiple Disabilities		0.0	1	0.0		0.0	4	0.0
Other Chronic Condition or Disability	6	0.1	18	0.2	5	0.1	29	0.3
Unspecified		0.0	108	1.2		0.0	4	0.0
Yes - No Entry		0.0		0.0		0.0	71	0.7
No	1122	13.3	6454	74.2	7085	78.8	5643	58.7
No Entry	5,873		1,985	22.82	1,748	19.4	3808	39.6

Source: 2001 Census
2006, 2007, 2008, 2009 DCC Equality Monitoring Figures