

MONITORING THE COUNCIL'S WORKFORCE
2008

A report on the diversity of the Council's workforce is presented to the Employment Committee in June 2008. The full report will be available on the "Councillors" section of the website under "agendas" after this meeting.

2007-2008 Summary at 31 March 2008

(figures for 2006-7 in brackets for comparison where available)

Equality Strand	Workforce	Applicants	Recruitment	Promotion (see note 3)	Leavers	Disciplinary	Grievance (see note 4)	Training
					Total number of people leaving: 772 (579)	Total number of disciplinarys conducted: 30 (28)	Total number of grievances raised: 9 (12)	Total number of training places: 3051 (2755)
Gender	79% (76%) F 21% (24%) M	71% (71%) F 29% (29%) M	75% (74%) F 25% (26%) M		67% (74%) F 33% (26%) M	33% (36%) F (10) 67% (64%) M (20)	78% (75%) F (7) 22% (25%) M (2)	82% (73%) F 18% (27%) M
Age (Aged over 50 years)	1% under 19 14.5% 20 - 29 22% 30 - 39 29.5% 40 - 49 26% 50 – 59 8% over 60	2% under 19 32.5% 20 - 29 25% 30 - 39 23.5% 40 - 49 15% 50 – 59 2% over 60	2% under 19 29% 20 - 29 23% 30 - 39 27% 40 - 49 18% 50 – 59 1% over 60		2% under 19 21% 20 - 29 20% 30 - 39 24% 40 - 49 20% 50 – 59 13% over 60	6.6% under 19 30% 20 - 29 16.6% 30 - 39 16.6% 40 - 49 30% 50 – 59 0% over 60	0% under 19 0% 20 - 29 11% 30 - 39 11% 40 - 49 44% 50 – 59 22% over 60	1% under 19 14% 20 - 29 22% 30 - 39 28% 40 - 49 27% 50 – 59 8% over 60
Disability <i>Calculations based on self declarations</i>	1.4% (1.67%)	1.8% (1.04%)	2% (0%)		2.2% (0.7%)	3.3% (3.6%)	22% (8%)	3% (2.1%)
Ethnicity <i>Calculations based on self declarations</i>	3.6% non white 92.8% White Br 3.5% white other	16.8% non white 76.6% White Br 6.6% white other	7.8% non white 85.8% White Br 6.3% white other		4.0% non white 90.8% White Br 5.2% white other	6.6% non white 93.4% White Br 0% white other	0% non white 88.8% White Br 11.2% white other	5% non white 90% White Br 5% white other

Notes

1. Only the numbers are recorded, the specific details are not as these may identify individuals.
2. The Council has had a monitoring system in place for some time to collect figures in relation to its existing workforce and applicants for jobs with the exception of the "promotion" requirement. As the Council does not have a system of succession planning and all posts are filled by open advertisements, promotion would be covered under the general employment category for monitoring purposes.
3. With regard to performance assessment monitoring, the Commission for Racial Equality requires information only where a benefit or disadvantage results from the performance assessment. As there is no financial benefit or penalty arising from our appraisal system, there is no requirement to monitor it by ethnicity.
4. No comparisons are shown on age or ethnicity, as the figures for these two areas have been collated into different categories for the first time this year.

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