

MONITORING THE COUNCIL'S WORKFORCE 2009

A report on the diversity of the Council's workforce is presented to the Employment Committee in June 2009. The full report will be available on the "Councillors" section of the website under "agendas" after this meeting.

2008-2009 Summary at 31 March 2009

(figures for 2007-8 in brackets for comparison where available)

Equality Strand	Workforce	Applicants	Recruitment	Leavers	Disciplinary	Grievance	Training
				Total number of people leaving: 772 (772)	Total number of disciplinarys conducted: 16 (30)	Total number of grievance raised: 4 (9)	Total number of training places: 3394 (3051)
Gender	78% (79%) F 22% (21%) M	64% (71%)F 36% (29%) M	70% (75%)F 30% (25%) M	76% (67%)F 24% (33%)M	50% (33%) F 50% (67%) M	100% (78%) F 0% (22%) M	78% (82%) F 22% (18%) M
Age	2%(1%) under 19 15%(15%) 20 - 29 21%(22%) 30 - 39 29%(29%) 40 - 49 26%(26%) 50 - 59 6%(8%) 60 - 65 1% over 65	6.5%(2%) under 19 36.3%(32.5%) 20 - 29 25%(25%) 30 - 39 19.3%(23.5%) 40 - 49 11.5%(15%) 50 - 59 1.2%(2%) 60 - 65 0.3% over 65	5.5%(2%) under 19 30%(29%) 20 - 29 24.4%(23%) 30 - 39 25.3%(27%) 40 - 49 13.8%(18%) 50 – 59 0.5% (1%) 60 - 65 0.5% over 65	2.5%(2%) under 19 24%(21%) 20 - 29 26%(20%) 30 - 39 18%24% 40 - 49 14.5%(20%) 50 – 59 11%(13%) 60 - 65 4% over 65	12.5%(6.6%) under 19 25%(30%) 20 - 29 12.5%(16.6%) 30 - 39 25%(16.6%) 40 - 49 25%(30%) 50 – 59 0%(0%) 60 - 65 0% over 65	0%(0%) under 19 0%(0%) 20 - 29 0%(11%) 30 - 39 0%(11%) 40 - 49 100%(44%) 50 – 59 0%(22%) 60 - 65 0% Over 65	2% (1%) under 19 14%(14%) 20 - 29 20%(22%) 30 - 39 28%(28%) 40 - 49 29%(27%) 50 – 59 6% (8%) 60 – 65 1% over 65
Disability <i>Calculations based on self declarations</i>	1.7% (1.4%)	0.5% (1.8%)	1% (2%)	1.5% (2.2%)	0% (3.3%)	0% (22%)	2% (3%)
Ethnicity <i>Calculations based on self declarations</i>	3.9%(3.6%) non white 91.9%(92.8%) White Br 4.1%(3.5%) white other	14.9%(16.8%) non white 78.9%(76.6%) White Br 6.2%(6.6%) white other	4.2%(7.8%) non white 90.2%(85.8%) White Br 5.6%(6.3%) white other	4.96%(4.0%) non white 88.1%(90.8%) White Br 4.7%(5.2%) white other	6.25%(6.6%) non white 87.5%(93.4%) White Br 6.25%(0%) white other	0%(0%) non white 100%(88.8%) White Br 0%(11.2%) white other	7% (5%) non white 89%(90%) White Br 4% (5%) white other

Religion/ Belief	0.4% Buddhist						0% Buddhist
	71.8% Christian						0% Christian
<i>Calculations based on self declarations</i>	0.3% Jewish						0% Jewish
	0.6% Muslim						0% Muslim
	21.9% None						0% None
	4.6% Other						0% Other
	0.4% Sikh						0% Sikh

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 religion/belief, as the figures for this area have been collated into categories for the first time this year.

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