

Status: For Publication

Subject:
Equalities Performance Report

Report to:
Overview and Scrutiny Performance

Date: 17th February 2009

Report of: Head of People and Policy

Portfolio Holder: Finance and Resources

Key Decision: No

Forward Plan General Exception Special Urgency

1. PURPOSE OF REPORT

- 1.1 To report to Overview and Scrutiny Committee the results of the Equality Monitoring within Employment and Service Areas and advise Members of the current position of the Corporate Equality Action Plan

2. CORPORATE PRIORITIES

- 2.1 The matters discussed in this report impact directly on the following corporate priorities and associated corporate objectives.

- Delivering Quality Services to Customers (Customers, Improvement)
- Delivering Regeneration across the Borough (Economy, Housing)
- Keeping Our Borough Clean and Green (Environment)
- Promoting Rossendale as a cracking place to live and visit (Economy)
- Improving health and well being across the Borough (Health, Housing)
- Well Managed Council (Improvement, Community Network)

3. RISK ASSESSMENT IMPLICATIONS

- 3.1 There are no specific risk issues for members to consider arising from this report.

4. BACKGROUND AND OPTIONS

- 4.1 Equality Monitoring is the process we use to collect, store and analyse data about individuals.
- 4.2 Monitoring can be used to assist in establishing whether our services are being delivered fairly to all sectors of the community.

4.3 Monitoring also provides information about relevant groups and individuals within the Community and to identify whether or not areas of activity are being equally utilised or to which access is uneven.

4.4 It can also be used to investigate underlying causes in relation to possible inequalities.

4.5 **Findings**

4.5(i) **Recruitment**

To meet its duty under the Race Relations Amendment act the Council monitors a number of activities in relation to employment, these are attached at Appendix 1.

From July 2007 to September 2008 the majority of applications received for vacancies within the Council are from male applicants however a substantial number have also been received from female applicants. The majority of applications are from White British applicants with a small number from, predominantly Asian, ethnic minorities. The majority of applicants appointed are female from a mixture of ethnic backgrounds.

The equalities data collected at training events during the 2008/09 financial year is reflective of diversity of RBC employees.

4.5(ii) **Disciplinary Warnings and Grievances**

The figures indicate that more disciplinary warnings have been issued to males than females. The majority of warnings were given to White British employees.

In terms of grievances, however, these are all from female employees who are from White British backgrounds. The numbers of grievances (three in total for 2007-2008 and three in total for April 2008 to September 2008) are minimal and would not necessarily be sufficient to draw any conclusions in relation to gender bias.

4.5(iii) **Exit Interviews**

The exit interview data indicates 29 leavers from the Council spread over a range of ages with an almost even gender split between 15 males and 14 females. All 15 males were of White British ethnic origin without any disabilities but the 14 female leavers were from a variety of backgrounds including 10 White British, 1 White Other, 1 Black African, 1 Asian Bangladeshi, 1 Asian British and one with a disability.

4.5(iv) **Absence Related Warnings**

All sickness related warnings were given to employees from a White British background with a 79% majority from April 2008 to September 2008 being male.

4.5(v) **Attendance at Public Meetings**

The number of Monitoring Forms completed by individuals were limited (21 returns with 284 nil returns) so no certain conclusions can be drawn. This being noted the results of the returned forms can be found in Appendix 2.

4.5(vi) **Complaints**

Complaints monitoring at the One Stop Shop show that between April 2008 and September 2008 the members of public who submitted complaints were equally divided by gender (10 Males and 10 Females). There was also an even spread across the age range of people complaining with the vast majority coming from a White background and just 1 coming from an Asian background.

COMMENTS FROM STATUTORY OFFICERS:

5. SECTION 151 OFFICER

5.1 No financial implications arising from this report.

6. MONITORING OFFICER

6.1 No legal implications arising from this report.

7. HEAD OF PEOPLE AND POLICY (ON BEHALF OF THE HEAD OF PAID SERVICE)

7.1 No H.R. implications arising from the report.

8. CONCLUSION

8.1 The Details of Job applicants from July 2007 to September 2008 is not reflective of the population of Rossendale but measures have been taken to try to address this, such as attendance at the Recruitment Fair held at Burnley to target ethnic minority groups.

8.2 It would appear from the data that the area for improvement would be attracting applicants in the first place and not the application of the Recruitment and Selection Policy.

8.3 The number of disciplinary warnings is relative to the make up of the workforce of Rossendale Borough Council.

9. RECOMMENDATION(S)

9.1 That O&S considers the levels of equalities performance detailed in the report.

9.2 That O&S continues to monitor equalities performance.

10. CONSULTATION CARRIED OUT

10.1 Equalities Implementation Group

11. EQUALITY IMPACT ASSESSMENT

Is an Equality Impact Assessment required Yes / No

Is an Equality Impact Assessment attached Yes / No

12. BIODIVERSITY IMPACT ASSESSMENT

Is a Biodiversity Impact Assessment required Yes / No

Is a Biodiversity Impact Assessment attached Yes / No

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Background Papers	
Document	Place of Inspection
Employment Equalities Data	Appendix 1
Democratic Services Monitoring	Appendix 2
One Stop Shop Customer Surveys	Appendix 3
Equality Monitoring – Requests For Service	Appendix 4

Appendix 1

Details of Job Applicants July 2007 to September 2008

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
April to September 2008	14	7	7	0	14	White British 14
January to March 2008	41	25	16	3	38	White British 31 Asian Pakistani 2 Asian Other 2 Black African 2 Other 4
October to December 2007	226	164	62	12	214	White British 205 Asian Pakistani 4 Asian Bangladeshi 2 Asian British 1 Black African 2 Black British 1 Other 11
July to September 2007	74	25	49	6	68	White British 71 Asian Other 1 Black African 1 Chinese 1

Details of Shortlisted Applicants July 2007 to September 2008

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
April to September 2008	8	2	6	0	8	White British 8
January to March 2008	26	14	12	2	24	White British 19 Asian Pakistani 2 Asian Other 1 Black African 1 Other 3
October to December 2007	67	50	17	4	63	White British 62 Asian Pakistani 1 Black British 1 White Irish 1 Other 2
July to September 2007	35	10	25	0	35	White British 33 Asian Pakistani 1 Black African 1

Details of Successful Applicants July 2007 to September 2008

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
April to September 2008	2	1	1	0	2	White British 2
January to March 2008	7	3	4	1	6	White British 6 Asian Other 1
October to December 2007	11	5	6	0	11	White British 9 Asian Pakistani 1 White Irish 1
July to September 2007	5	0	5	0	5	White British 5

Employment Exit Interviews July 2007 to September 2008

Sex	Disability		Ethnic Origin	Age Range					
	No	Yes		Under 20 yrs	20-29 yrs	30-39 yrs	40-49 yrs	50-59 yrs	Over 59 yrs
MALE	15		15 White British		4	1	3	5	2
FEMALE	13	1	10 White British 1 White Other 1 Black African 1 Asian Bangladeshi 1 Asian British		4	3	4	3	

Disciplinary Related Warning Monitoring July 2007 to September 2008

Date	Total Employees	Warning				Sex		Disability		Ethnic Origin
		Oral	First Written	Final Written	Dismissal	Male	Female	Yes	No	
April 2007 to March 2008	5	1	2	1	1	4	1	0	5	White British 5
April 2008 to September 2008	4	0	1	2	1	4	0	0	4	White British 3 Asian Bangladeshi 1

Grievance Monitoring July 2007 to September 2008

Date	Total Employees	Stage				Sex		Disability		Ethnic Origin
		Informal	One	Two	Three	Male	Female	Yes	No	
April 2007 to March 2008	3	1	2			0	3	0	3	White British 3
April 2008 to August 2008	3	3	3	3	3	0	3	0	3	White British 3

Short Term Sickness Related Warning Monitoring July 2007 to September 2008

Date	Total Employees	Stage 1	Stage 2	Stage 3	Stage 4	Dismissal	Sex		Disability		Ethnic Origin
							M	F	Yes	No	
April 2007 to March 2008	11	7	4	0	0	0	8	3	0	11	White British 11
April 2008 to September 2008	9	4	3	2			7	2	1	8	White British

Long Term Sickness Related Warning Monitoring July 2007 to September 2008

Date	Total Employees	Stage 1	Stage 2	Stage 3	Stage 4	Dismissal	Sex		Disability		Ethnic Origin
							M	F	Yes	No	
April 2007 to March 2008	11	8	1	1		1	7	4	1	9	White British 10
April 2008 to September 2008	5	3	1	1			4	1	0	5	White British 5

Equalities Information of Officers on Training Courses 2008/09

Total Number of Employees	Sex		Age Range						Ethnic Origin
	M	F	Under 20 yrs	20-29 yrs	30-39 yrs	40-49 yrs	50-59 yrs	Over 59 yrs	
258	106	152	30	54	92	61	21	0	White British 249 White Irish 3 White any other background 2 Pakistani 3 Bangladeshi 1

Appendix 2

Democratic Services Monitoring

April – September 2008

Public Meetings held: 30

Name of Meetings
Development Control, Annual Council, Performance Overview and Scrutiny Committee, Policy Overview and Scrutiny Committee, Licensing, Cabinet, Audit Committee, Haslingden, Edenfield and Helmshore Neighbourhood Forum, Whitworth Neighbourhood Forum, Bacup Neighbourhood Forum, Rawtenstall Neighbourhood Forum, Standards Committee, Accounts Committee and Full Council .

Monitoring Forms completed by individuals attending the Meetings = **21**
Nil Returns = **284**

Gender	
Male	11
Female	8
Not specified	2

Disability	
Yes	4
No	17

Religion	
None Stated	3
Christian	15
Other	1
Buddhist	2

Age	
30-39	2
40-49	4
50-59	4
Over 59	11

Sexual Orientation	
None specified	21

Ethnic Origin	
British	19
None Specified	1
Any Other – Eastern European	1

Appendix 3

COMPLAINTS EQUALITY MONITORING: ONE STOP SHOP APRIL 2008 – SEPTEMBER 2008

Date of feedback	Gender		Age					Ethnic origin			
	Male	Female	<30	30 - 50	50-60	60-70	>70	White	Black or British Black	Asian or British Asian	Chinese or other Ethnic Group
Apr-08	1				1					1	
May-08	3	3	3	1		2		6			
Jun-08	3			2		1		3			
Jul-08	2	4	3	1	2			6			
Aug-08	1	2	1	1	1			3			
Sep-08		1			1			1			
Oct-08											
Nov-08											
Dec-08											
Jan-09											
Feb-09											
Mar-09											
Total	10	10	7	5	5	3	0	19	0	1	0

Appendix 4

EQUALITY MONITORING: REQUESTS FOR SERVICE JANUARY – MARCH 2008

This is the summary of responses to survey forms sent after requests for service have been completed between 1 January and 31 March 2008, (16 responses).

Of the people who responded, 4 were male and 10 female.

Age groups of responders were as follows:-

20-29 years = 0	30-39 years = 4	40-49 years = 2
50-59 years = 4	60-69 years = 2	Over 70 years = 3

3 of the 16 responders considered themselves disabled who answered that question.

Of the 15 responders who described their ethnic origin, there were 14 White British and 1 of Spanish origin.