

Subject: Equalities Performance Report

Status: For Publication

Report to: Performance Overview & Scrutiny

Date: 26th October 2009

Report of: Head of People & 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 Performance Committee the results of the Equality Monitoring within Employment from the 1st October 2008 – 30th September 2009.

2. CORPORATE PRIORITIES

- 2.1 The matters discussed in this report impact directly on the following corporate priorities:-

- Delivering quality Services to our customers
- Delivering regeneration across the Borough
- Encouraging healthy and respectful communities
- Keeping our Borough clean, green and safe
- Promoting the Borough
- Providing value for money services

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 October 2008 to September 2009 the majority of applications received for vacancies within the Council were from male applicants however a substantial number had also been received from female applicants. This is in part due to a large number of male applicants applying for manual jobs in Operations.

The majority of applications are from White British applicants with a small number from, predominantly Asian, ethnic minority applicants. The equalities figures for job applicants show that the Council is successful in attracting applications from ethnic minorities. As the proportion of applicants from the BME community (i.e. Applicants from BME background make up for 12.27% of applicants) exceeds the proportion of BME in Rossendale (i.e. 4.9% of residents in Rossendale make up the BME community).

The majority of applicants appointed are White British with 5.5% being from an Asian background.

14% of applicants appointed were considered to have a disability.

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

There were only 2 disciplinary warnings given during the last year and both were given to males from a White British background.

There were no recorded grievances during the last year.

4.5(iii) **Exit Interviews**

The exit interview data indicates there were 18 leavers from the Council spread over a range of ages with an almost even gender split between 10 males and 8 females. All 10 males were of White British ethnic origin with 1 having a disability, 1 of the 8 female leavers was from an Asian Pakistani background while the rest were White British and none had a disability.

4.5(iv) **Absence Related Warnings**

All sickness related warnings were given to employees from a White British background with a 64% majority from October 2008 to September 2009 being female.

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 HR implications arising from the report.

8. CONCLUSION

8.1 Recruitment procedures aimed at recruiting a diverse workforce are successful with applications being received from a wide variety of backgrounds.

8.2 The number of disciplinary warnings issued to the workforce is relative to the composition of the workforce of the Council as is the exit interview information.

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 N/A.

11. COMMUNITY IMPACT ASSESSMENT

Is a Community Impact Assessment required No

Is a Community Impact Assessment attached No

12. BIODIVERSITY IMPACT ASSESSMENT

Is a Biodiversity Impact Assessment required No

Is a Biodiversity Impact Assessment attached No

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Background Papers	
Document	Place of Inspection
Employment Equalities Data	Appendix 1