

Appendix 1

Number of Jobs Advertised

Date	Number of Jobs Advertised
April to June 2010	6
July to September 2010	3
October to December 2010	3
January to March 2011	1

Details of Job Applicants April 2010 to March 2011

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
April to June 2010	44	34	10	1 (1Male)	43	White British 27 White Irish 1 White Asian 1 Other 13 Asian Pakistani 1 Black Caribbean 1
July to September 2010	37	18	19	3 (1Female 2Male)	34	White British 26 Asian Indian 2 Mixed 2 Asian Pakistani 3 Other 4
October to December 2010	50	26	24	3 (2Female 1Male)	47	White British 36 White Irish 2 Asian Pakistani 1 Asian Bangladeshi 1 Asian Indian 2 Other 8
January to March 2011	14	8	6	0	14	White British 11 Other 2 Asian Indian 1

Details of Short-listed Applicants April 2010 to March 2011

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
April to June 2010	25	17	8	0	25	White British 16 White Asian 1 Other 7 Black Caribbean 1
July to September 2010	13	5	8	1(1Male)	12	White British 9 Asian Indian 1 Asian Pakistani 1 Other 2
October to December 2010	9	6	3	0	9	White British 7 White Irish 1 Other 1
January to March 2011	6	3	3	0	6	White British 4 Other 2

Details of Successful Applicants April 2010 to March 2011

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
April to June 2010	6	3	3	0	6	White British 5 Black Caribbean 1
July to September 2010	3	0	3	0	3	White British 1 Other 2
October to December 2010	3	2	1	0	3	White British 2 Other 1
January to March 2011	1	0	1	0	1	White British 1

Employment Exit Interviews April 2010 to March 2011

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	16		14 White British 1 Bangladeshi 1 Pakistani		2	2	1	1	10
FEMALE	9		8 White British 1 Asian/Asian British other		2	1	3	1	2

Disciplinary Related Warning Monitoring April 2010 to March 2011

Date	Warning				Sex		Disability		Ethnic Origin
	Oral	First Written	Final Written	Dismissal	Male	Female	Yes	No	
April 2010 to March 2011	2	2	1	0	5	0	0	5	White British 5

Short Term Sickness Related Warning Monitoring April 2010 to March 2011

Date	Warning		Sex		Disability		Ethnic Origin
	First Warning	Stage 2	Male	Female	Yes	No	
April 2010 to March 2011	3	1	4	0	0	4	White British 4

Rossendale Borough Council's Current Workforce Profile

Total no of Employees	218
FTE	199.4
Gender	
Male	127
Female	91
Status	
Full Time	188
Part Time	25
Casual.	5
Contracted	
Permanent	194
Temp/Casual	24
Ethnicity	
White	202
Other White	3
Asian	1
Chinese	
Unknown	9
Pakistani	3
Bangladeshi	
Disabled	9
Salary	
GRD1-6	151
GRD7-9	47
GRD10-13	6
GRD14-16 (JNC COF)	3
OTHERS	11
Age	
16-18	
19-24	6
25-39	50
40-49	67
50-59	67
60-65	22
Over 65	6
QUALIFICATIONS	
NVQ LEVEL 4 & ABOVE	83
NVQ LEVEL 3	28
NVQ LEVEL 2	15
BELOW LEVEL 2	6
NOT DECLARED	

Appendix 2

Compliments & Complaints

Compliments:

No data available.

Complaints:

Overall there were 85 formal complaints registered during 2010/11, on 17 of which the customers provided some equalities monitoring information.

The breakdown is as follows:

Gender		Disability		Religion	Sexual Orientation	Ethnic Origin
Male	Female	Yes	No			
9	8	1	13	10 Christian 2 No Religion	1 Gay 8 Heterosexual	12 White British 1 White Irish
Age						
<20yrs	20 – 29yrs	30 – 39yrs	40 – 49yrs	50 – 59yrs	>59yrs	
1	4	2	2	2	5	

Appendix 3

Community Impact Assessment Scrutiny Group 2010/11 Review			
CIA	Comments	Agreed	Date
Breastfeeding Policy	Consultation currently being carried out therefore CIA is deferred.	No	01/04/10
Capability Procedure		Yes	01/04/10
HR Strategy		Yes	01/04/10
Civic Protocol		Yes	01/04/10
Grievance Policy		Yes	01/04/10
Rossendale Alive		Yes	01/04/10
Breastfeeding Policy	A paragraph will be added to the policy to cover any members of the public using council buildings for breastfeeding purposes.	Yes	27/05/10
Memorials		Yes	27/05/10
Chatterton Recreation Ground	Lack of research and consultation carried out therefore deferred.	No	27/05/10
Flood Plan	Some clarity required on vulnerable groups and the plan needs to be circulated to managers.	Yes	27/05/10
Revision of Home Boarding Licensing conditions for dogs	The CIA was approved by the group following some minor amends.	Yes	27/05/10
Green Travel Plan	Further CIA's may be needed for the initiatives that will come out of the GTP.	Yes	08/07/10
Roaming One Stop Shop	It was therefore agreed with the CIA author that the CIA was a working document and suggestions would be taken on board. Furthermore the Group identified some risks to take into consideration with the CIA author with regards to communicating effectively.	No	08/07/10
Petitions		Yes	08/07/10
Committee & Member Services Charter		Yes	08/07/10
Car Parking Restrictions		Yes	08/07/10
Rossendale Gateway Program	It was noted that further CIA's will be needed for further projects carried out by the program.	Yes	08/07/10
Member Development Strategy	The CIA and Strategy were agreed to be accurate following a few suggested minor amends.	Yes	28/09/10
Haslingden Home Renewal	The CIA was deemed to be accurate following some slight amends.	Yes	28/09/10
Shop Front Design Guide	It was noted that the CIA Author was no longer working at the authority so a new CIA lead needs to be recognised.	Yes	28/09/10
Memorial Safety Testing	It was agreed that the impacts should be neutral rather than positive with the exception of the equality strands regarding age, disability and low income groups. Clarification would be needed on these impacts.	No	28/09/10

Licensing Property		Yes	28/09/10
Statement of Licensing Policy		Yes	28/09/10
Neighbourhood Forum Report	The CIA was not agreed by the group and the following amendments were suggested to be reported back to the CIA Author:- 1. The CIA needs to be split down further so that there is a general CIA for the overall Neighbourhood Forums and then further CIA's for each of the Neighbourhood Plans. 2. CIA Author needs to relook at the CIA and potential impacts on Equality strands and state clearly why there is an impact on certain groups if necessary.	No	16/11/10
Communications Strategy		Yes	16/11/10
Private Water Supplies – Regulatory requirement		Yes	16/11/10
Vacant Property Strategy		Yes	16/11/10
Updated Planning and Other Applications Validation Policy – Regulatory requirement		Yes	16/11/10
Reduction in Grass Cutting		Yes	30/11/10
Collections from Farm Properties	Agreed once suggested changes are made to CIA	Yes	02/12/10
Grant Funding	Agreed once minor changes are made	Yes	03/12/10
Core Strategy	Agreed but suggest to expand consultation section for inspection purposes	Yes	14/01/10
CRB Policy and Procedures		Yes	28/02/11
Private Sector Housing Enforcement Policy		Yes	28/02/11
Illegal Eviction and Harassment Policy		Yes	28/02/11
Taxi Licensing Policy		Yes	28/02/11
Enforcement Policy		Yes	28/02/11
Taxi stand Whitworth CIA		Yes	28/02/11
Member Development Strategy		Yes	10/03/11