

Employment Monitoring Information – 2013/14

1. The Number Of Employees In Post (Permanent, Fixed Term and Temporary Employees)

a. By Ethnic Origin

	% of Workforce*					
	2014	2013	2012	2011	2010	2009
White	95.61	96.15	93.72	93.59	93.25	94
Other Ethnic Group	1.88	1.45	1.29	1.15	1.15	1.6
Undefined#	2.51	2.40	4.99	5.31	5.6	4.4

Undefined relates to those employees for whom data has not been collected

b. By Disability

	% of Workforce*					
	2014	2013	2012	2011	2010	2009
Employees with a Disability	4.23	3.21	2.58	2.5	2.7	2.9

c. By Gender

	% of Workforce*					
	2014	2013	2012	2011	2010	2009
Female	55.17	54.65	55.39	55.47	56.03	56.8
Male	44.83	45.35	44.61	44.53	43.97	43.2

* NB. Figures based on permanent, fixed term and temporary employees at 1st April each year

2. The Number Of Applicants For Employment

2.1 Applicants for Employment

a. By Ethnic Origin

Year		2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Number of Applicants	White	3063 (96.84%)	2145 (96.49%)	1393 (96.8%)	1383 (97.4%)	2623 (97.3%)	1976 (98.5%)
	Other ethnic groups	100 (3.16%)	78 (3.51%)	46 (3.2%)	37 (2.6%)	74 (2.7%)	30 (1.5%)

b. By Disability

Year	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
No of applicants with a disability	202 (6.39%)	88 (3.96%)	35 (2.44%)	69 (4.86%)	123 (4.56%)	87 (4.34%)

c. By Gender

Year		2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Number of Applicants	Female	1542 (48.75%)	1209 (54.39%)	542 (37.67)	557 (39.22%)	1151 (43%)	729 (36%)
	Male	1621 (51.25%)	1014 (45.61%)	897 (62.34)	863 (60.78%)	1546 (57%)	1277 (67%)

2.2. Applicants Shortlisted For Employment

a. By Ethnic Origin

Year		2113/14	2012/13	2011/12	2010/11	2009/10	2008/09
Number of Applicants shortlisted	White	939 (30.66%)	606 (28%)	416 (30%)	457 (33%)	612 (23%)	573 (29%)
	Other ethnic groups	28 (28%)	13 (17%)	7 (15%)	16 (43%)	18 (24%)	14 (47%)

b. By Disability

Year	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
No of applicants with a disability shortlisted	63 (31.19%)	26 (30%)	3 (9%)	13 (18%)	16 (13%)	20 (23%)

c. By Gender

Year		2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Number of Applicants shortlisted	Female	409 (26.52%)	325 (27%)	168 (31%)	223 (40%)	254 (22.1%)	243 (33.3%)
	Male	558 (34.42%)	294 (29%)	255 (28%)	863 (29%)	376 (24.3%)	344 (26.9%)

2.3 Shortlisted Applicants Appointed

a. By Ethnic Origin

Year		2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Number of shortlisted Applicants appointed	White	157 (16.72%)	174 (28.7%)	138 (33.2%)	159 (34.8%)	185 (30.2%)	167 (29.2%)
	Other ethnic groups	1 (3.57%)	2 (15.4%)	2 (28.5%)	3 (18.8%)	2 (11.1%)	4 (28.6%)

b. By Disability

Year	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
No of shortlisted applicants with a disability appointed	2 (3.17%)	3 (11.5%)	2 (67%)	3 (23%)	3 (18.75%)	4 (20%)

c. By Gender

Year		2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Number of shortlisted Applicants appointed	Female	66 (16.14)	88 (27.1%)	60 (35.7%)	77 (34.5%)	82 (32.3%)	68 (28%)
	Male	92 (16.49%)	88 (29.9%)	80 (31.2%)	85 (34%)	105 (27.9%)	103 (30%)

3. The Number Of Applicants For Promotion

a. By Ethnic Origin

2013/14	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	111	83 (75.68%)	35 (42.17%)
	Other Ethnic Group	1	1 (100%)	0
	Undefined	0	0	0

2012/13	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	146	124 (85%)	54 (44%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0

2011/12	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	168	143 (85%)	57 (40%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0

2010/11	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	147	105 (71%)	39 (37%)
	Other Ethnic Group	1	1 (100%)	0
	Undefined	0	0	0

2009/10	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	176	130 (74%)	52 (40%)
	Other Ethnic Group	1	1 (100%)	0
	Undefined	0	0	0

2008/09	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	65	36 (55%)	21 (58%)
	Other Ethnic Group	4	4 (100%)	1 (25%)
	Undefined	0	0	0

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2013/14	3	2	0
2012/13	2	2	0
2011/12	3	2	2
2010/11	2	2	0
2009/10	5	4	1
2008/09	2	1	1

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2013/14	Female	51	44 (86.27%)	20 (45.45%)
	Male	61	40 (65.57%)	15 (37.50%)
2012/13	Female	83	72 (87%)	24 (33%)
	Male	63	52 (83%)	30 (58%)
2011/12	Female	69	66 (96%)	29 (44%)
	Male	100	77 (77%)	28 (36%)
2010/11	Female	54	49 (91%)	22 (45%)
	Male	94	57 (61%)	17 (30%)
2009/10	Female	87	70 (80%)	30 (43%)
	Male	90	61 (68%)	22 (36%)
2008/09	Female	33	21 (64%)	13 (62%)
	Male	36	19 (53%)	9 (47%)

4. The Number Of Applicants For Training

a. By Ethnic Origin

	% of Staff per Group Receiving Training					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
White	96.56%	72.8%	93.5%	86.5%	81.9%	83.1
Other Ethnic Group	100%	78%	75%	100%	100%	83.3
Undefined*	93.75%	83%	96.8%	97%	84.6%	81.8

b. By Disability

	% of Staff per Group Receiving Training					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Employees with a disability receiving training	81%	55%	87.5%	87.5%	58%	80%

c. By Gender

	% of Staff per Group Receiving Training					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Female	96%	72.1%	93.6%	84.8%	77.4%	78.4%
Male	99.3%	76.3%	93.4%	91%	87.6%	89.2%

5. The Number Of Employees Receiving Training

During each of the 2013/14 and 2012/13 years there was one request for training that was refused. In all other years there have been no instances where requests for developmental training have been refused.

6. The Number Of Employees Who Benefit Or Suffer Detriment As A Result Of Performance Assessment Procedures

NB. New performance ratings were used for the first time in the 08/09 appraisal year, hence the change in the way information for 08/09 onwards presented in this section.

a. By Ethnic Origin

2013/14	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	52	497	13
Other Ethnic Group	0	12	0
Undefined	0	16	0

2012/13	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	43	509	9
Other Ethnic Group	0	7	0
Undefined	2	13	0

2011/12	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	24	529	10
Other Ethnic Group	0	7	0
Undefined	1	29	1

2010/11 – PrP Not Paid

2009/10	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	31	535	20
Other Ethnic Group	1	6	0
Undefined	3	31	0

2008/09	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	45	524	27
Other Ethnic Group	0	8	0
Undefined	3	24	1

b. By Disability

Employees with a disability	Performance Rating		
	Exceeded	Met	Partially Met
2013/14	1	26	1
2012/13	0	20	0
2011/12	0	16	0
2010/11	PrP Not Paid		
2009/10	2	12	1
2008/09	3	15	2

c. By Gender

Year	Gender	Performance Rating		
		Exceeded	Met	Partially Met
2013/14	Female	28	282	4
	Male	24	243	9
2012/13	Female	27	283	3
	Male	18	246	6
2011/12	Female	19	309	4
	Male	6	256	7
2010/11	Female	PrP Not Paid		
	Male	PrP Not Paid		
2009/10	Female	19	319	12
	Male	16	253	8
2008/09	Female	36	308	15
	Male	12	248	13

7. The Number Of Staff Involved In Grievance Procedures

a. By Ethnic Origin

Ethnic Group	Number of Grievances					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
White	1	7	1	3	2	3
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Cases involving employees with a disability	0	1	0	0	0	0

c. By Gender

	Number of Grievances					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Females	1	5	1	2	0	1
Males	0	2	0	1	2	2

8. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

	Number of Disciplinary Procedures					
Ethnic Group	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
White	14	24	6	17	19	15
Other Ethnic Group	1	0	1	0	0	0
Undefined*	0	0	0	0	0	0

b. By Disability

	Number of Disciplinary Procedures					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Cases of employees with a disability	0	0	0	0	0	0

c. By Gender

	Number of Disciplinary Procedures					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Females	5	3	0	4	12	7
Males	10	21	7	13	7	8

9. The Number Of Employees Who Cease To Be Employed By The Authority

a. By Ethnic Origin

	Number of Leavers					
Ethnic Group	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
White	50	79	62	97	51	71
Other Ethnic Group	0	0	2	1	4	1
Undefined	1	3	6	5	5	5

b. By Disability

	Number of Leavers					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Leavers with a disability	0	3	2	3	4	1

c. By Gender

	Number of Leavers					
	2013/14	2012/13	2011/12	2010/11	2009/10	2008/09
Female	22	42	39	49	38	32
Male	29	34	31	54	22	45