

## **Employment Monitoring Information – 2014/15**

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

#### **a. By Ethnic Origin**

	<b>% of Workforce*</b>					
	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
White	96.32	95.61	96.15	93.72	93.59	93.25
Other Ethnic Group	1.55	1.88	1.45	1.29	1.15	1.15
Undefined#	2.13	2.51	2.40	4.99	5.31	5.6

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

#### **b. By Disability**

	<b>% of Workforce*</b>					
	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
Employees with a Disability	4.46	4.23	3.21	2.58	2.5	2.7

#### **c. By Gender**

	<b>% of Workforce*</b>					
	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>	<b>2010</b>
Female	54.26	55.17	54.65	55.39	55.47	56.03
Male	45.74	44.83	45.35	44.61	44.53	43.97

\* NB. Figures based on permanent, fixed term and temporary employees at 1<sup>st</sup> April each year

## 2. The Number Of Applicants For Employment

### 2.1 Applicants for Employment

#### a. By Ethnic Origin

Year		2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
Number of Applicants	White	2469 (96.82%)	3063 (96.84%)	2145 (96.49%)	1393 (96.8%)	1383 (97.4%)	2623 (97.3%)
		3345 (96.43%)					
	Other ethnic groups	81 (3.18%)	100 (3.16%)	78 (3.51%)	46 (3.2%)	37 (2.6%)	74 (2.7%)
		124 (3.57%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

#### b. By Disability

Year	2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
No of applicants with a disability	146 (5.73%)	202 (6.39%)	88 (3.96%)	35 (2.44%)	69 (4.86%)	123 (4.56%)
	184 (5.3%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box Alive Mgt Ltd & Joint Employees

#### c. By Gender

Year		2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
Number of Applicants	Female	1429 (56.04%)	1542 (48.75%)	1209 (54.39%)	542 (37.67)	557 (39.22%)	1151 (43%)
		1943 (56%)					
	Male	1121 (43.96%)	1621 (51.25%)	1014 (45.61%)	897 (62.34)	863 (60.78%)	1546 (57%)
		1526 (44%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

## 2.2. Applicants Shortlisted For Employment

#### a. By Ethnic Origin

Year		2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
Number of Applicants shortlisted	White	311 (12.6%)	939 (30.66%)	606 (28%)	416 (30%)	457 (33%)	612 (23%)
		372 (11%)					
	Other ethnic groups	7 (8.64%)	28 (28%)	13 (17%)	7 (15%)	16 (43%)	18 (24%)
		10 (8%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### b. By Disability

Year	2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
No of applicants with a disability shortlisted	16 (10.96%)	63 (31.19%)	26 (30%)	3 (9%)	13 (18%)	16 (13%)
	17 (9.24%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### c. By Gender

Year	2014/15	2013/14	2012/13	2011/12	2010/11	2009/10	
Number of Applicants shortlisted	Female	158 (11.06%)	409 (26.52%)	325 (27%)	168 (31%)	223 (40%)	254 (22.1%)
		192 (13.44%)					
	Male	161 (14.36%)	558 (34.42%)	294 (29%)	255 (28%)	863 (29%)	376 (24.3%)
		190 (16.95%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

## 2.3 Shortlisted Applicants Appointed

### a. By Ethnic Origin

Year	2014/15	2013/14	2012/13	2011/12	2010/11	2009/10	
Number of shortlisted Applicants appointed	White	93 (29.9%)	157 (16.72%)	174 (28.7%)	138 (33.2%)	159 (34.8%)	185 (30.2%)
		133 (35.75%)					
	Other ethnic groups	3 (42.86%)	1 (3.57%)	2 (15.4%)	2 (28.5%)	3 (18.8%)	2 (11.1%)
		3 (30%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### b. By Disability

Year	2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
No of shortlisted applicants with a disability appointed	3 (18.75%)	2 (3.17%)	3 (11.5%)	2 (67%)	3 (23%)	3 (18.75%)
	4 (23.53%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### c. By Gender

Year	2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
Number of shortlisted	29 (18.35%)	66 (16.14)	88 (27.1%)	60 (35.7%)	77 (34.5%)	82 (32.3%)
	56 (29.17%)					

	Male	67 (41.61%)	92 (16.49%)	88 (29.9%)	80 (31.2%)	85 (34%)	105 (27.9%)
		80 (42.11%)					

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### 3. The Number Of Applicants For Promotion

#### a. By Ethnic Origin

2014/15	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	82	78 (95%)	44 (56%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0

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

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

b. By Disability

<b>Year</b>	<b>Applied For Promotion</b>	<b>Shortlisted For Promotion</b>	<b>Achieved Promotion</b>
2014/15	3	2	0
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

c. By Gender

<b>Year</b>	<b>Gender</b>	<b>Applied For Promotion</b>	<b>Shortlisted For Promotion</b>	<b>Achieved Promotion</b>
2014/15	Female	44	42 (95.45%)	22 (55.38%)
	Male	39	37 (94.87%)	23 (62.16%)
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%)

#### **4. The Number Of Applicants For Training**

##### **a. By Ethnic Origin**

	<b>% of Staff per Group Receiving Training</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
White	93.76%	96.56%	72.8%	93.5%	86.5%	81.9%
Other Ethnic Group	100%	100%	78%	75%	100%	100%
Undefined*	100%	93.75%	83%	96.8%	97%	84.6%

##### **b. By Disability**

	<b>% of Staff per Group Receiving Training</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Employees with a disability receiving training	82%	81%	55%	87.5%	87.5%	58%

##### **c. By Gender**

	<b>% of Staff per Group Receiving Training</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Female	91%	96%	72.1%	93.6%	84.8%	77.4%
Male	98%	99.3%	76.3%	93.4%	91%	87.6%

#### **5. The Number Of Employees Receiving Training**

During 2014/15 there were no cases where a request for training was refused. During both 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**

##### **a. By Ethnic Origin**

<b>2014/15</b>	<b>Performance Rating</b>		
<b>Ethnic Group</b>	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
White	47	394	12
Other Ethnic Group	0	5	0
Undefined	2	8	0

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

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

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

2010/11 – PrP Not Paid

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

b. By Disability

<b>Employees with a disability</b>	<b>Performance Rating</b>		
	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
2014/15	1	19	1
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

c. By Gender

<b>Year</b>	<b>Gender</b>	<b>Performance Rating</b>		
		<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
2014/15	Female	33	219	8
	Male	16	188	4
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			
2009/10	Female	19	319	12
	Male	16	253	8

## **7. The Number Of Staff Involved In Grievance Procedures**

### **a. By Ethnic Origin**

	<b>Number of Grievances</b>					
<b>Ethnic Group</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
White	1	1	7	1	3	2
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

### **b. By Disability**

	<b>Number of Grievances</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Cases involving employees with a disability	0	0	1	0	0	0

### **c. By Gender**

	<b>Number of Grievances</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Females	0	1	5	1	2	0
Males	1	0	2	0	1	2

## **8. The Number Of Staff Involved In Disciplinary Procedures**

### **a. By Ethnic Origin**

	<b>Number of Disciplinary Procedures</b>					
<b>Ethnic Group</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
White	15	14	24	6	17	19
Other Ethnic Group	2	1	0	1	0	0
Undefined*	0	0	0	0	0	0

### **b. By Disability**

	<b>Number of Disciplinary Procedures</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Cases of employees with a disability	0	0	0	0	0	0

### **c. By Gender**

	<b>Number of Disciplinary Procedures</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Females	5	5	3	0	4	12
Males	12	10	21	7	13	7



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

### a. By Ethnic Origin

	<b>Number of Leavers</b>					
<b>Ethnic Group</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
White	49	50	79	62	97	51
Other Ethnic Group	3	0	0	2	1	4
Undefined	2	1	3	6	5	5

### b. By Disability

	<b>Number of Leavers</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Leavers with a disability	3	0	3	2	3	4

### c. By Gender

	<b>Number of Leavers</b>					
	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2009/10</b>
Female	27	22	42	39	49	38
Male	27	29	34	31	54	22