

Employment Monitoring Information – 2015/16

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

a. By Ethnic Origin

	% of Workforce*					
	2016	2015	2014	2013	2012	2011
White	96.01	96.32	95.61	96.15	93.72	93.59
Other Ethnic Group	1.20	1.55	1.88	1.45	1.29	1.15
Undefined#	2.79	2.13	2.51	2.40	4.99	5.31

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

b. By Disability

	% of Workforce*					
	2016	2015	2014	2013	2012	2011
Employees with a Disability	4.78	4.46	4.23	3.21	2.58	2.5

c. By Gender

	% of Workforce*					
	2016	2015	2014	2013	2012	2011
Female	54.38	54.26	55.17	54.65	55.39	55.47
Male	45.62	45.74	44.83	45.35	44.61	44.53

* 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		2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Number of Applicants	White	1694 (95.81%)	2469 (96.82%)	3063 (96.84%)	2145 (96.49%)	1393 (96.8%)	1383 (97.4%)
			3345 (96.43%)				
	Other ethnic groups	74 (4.19%)	81 (3.18%)	100 (3.16%)	78 (3.51%)	46 (3.2%)	37 (2.6%)
			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	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
No of applicants with a disability	99 (5.60%)	146 (5.73%)	202 (6.39%)	88 (3.96%)	35 (2.44%)	69 (4.86%)
		184 (5.3%)				

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		2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Number of Applicants	Female	783 (44.29%)	1429 (56.04%)	1542 (48.75%)	1209 (54.39%)	542 (37.67)	557 (39.22%)
			1943 (56%)				
	Male	985 (55.71%)	1121 (43.96%)	1621 (51.25%)	1014 (45.61%)	897 (62.34)	863 (60.78%)
			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		2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Number of Applicants shortlisted	White	357 (21.07%)	311 (12.6%)	939 (30.66%)	606 (28%)	416 (30%)	457 (33%)
			372 (11%)				
	Other ethnic groups	6 (8.11%)	7 (8.64%)	28 (28%)	13 (17%)	7 (15%)	16 (43%)
			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	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
No of applicants with a disability shortlisted	19 (19.19%)	16 (10.96%)	63 (31.19%)	26 (30%)	3 (9%)	13 (18%)
		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	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Number of Applicants shortlisted	Female 148 (18.90%)	158 (11.06%)	409 (26.52%)	325 (27%)	168 (31%)	223 (40%)
		192 (13.44%)				
Male	215 (21.83%)	161 (14.36%)	558 (34.42%)	294 (29%)	255 (28%)	863 (29%)
		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	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Number of shortlisted Applicants appointed	White 99 (27.73%)	93 (29.9%)	157 (16.72%)	174 (28.7%)	138 (33.2%)	159 (34.8%)
		133 (35.75%)				
Other ethnic groups	2 (33.33%)	3 (42.86%)	1 (3.57%)	2 (15.4%)	2 (28.5%)	3 (18.8%)
		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	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
No of shortlisted applicants with a disability appointed	4 (21.05%)	3 (18.75%)	2 (3.17%)	3 (11.5%)	2 (67%)	3 (23%)
		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	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Number of shortlisted	Female 36 (24.32%)	29 (18.35%)	66 (16.14)	88 (27.1%)	60 (35.7%)	77 (34.5%)
		56 (29.17%)				

	Male	65 (30.23%)	67 (41.61%) 80 (42.11%)	92 (16.49%)	88 (29.9%)	80 (31.2%)	85 (34%)
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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

2015/16	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	67	52 (77.61%)	23 (44.23%)
	Other Ethnic Group	0	0 (0%)	0 (0%)
	Undefined	0	0	0

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

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

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2015/16	0	0	0
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

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2015/16	Female	32	25 (78.13%)	8 (32%)
	Male	35	27 (77.14%)	15 (55.55%)
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%)

4. The Number Of Applicants For Training

a. By Ethnic Origin

	% of Staff per Group Receiving Training					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
White	92.53%	93.76%	96.56%	72.8%	93.5%	86.5%
Other Ethnic Group	85.71%	100%	100%	78%	75%	100%
Undefined*	100%	100%	93.75%	83%	96.8%	97%

b. By Disability

	% of Staff per Group Receiving Training					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Employees with a disability receiving training	79.17%	82%	81%	55%	87.5%	87.5%

c. By Gender

	% of Staff per Group Receiving Training					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Female	93.41%	91%	96%	72.1%	93.6%	84.8%
Male	92.58%	98%	99.3%	76.3%	93.4%	91%

5. The Number Of Employees Receiving Training

During 2015/16 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

2015/16	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	50	400	10
Other Ethnic Group	0	6	0
Undefined	1	13	0

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

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

b. By Disability

Employees with a disability	Performance Rating		
	Exceeded	Met	Partially Met
2015/16	0	20	4
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		

c. By Gender

Year	Gender	Performance Rating		
		Exceeded	Met	Partially Met
2015/16	Female	31	225	5
	Male	20	419	5
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			

7. The Number Of Staff Involved In Grievance Procedures

a. By Ethnic Origin

	Number of Grievances					
Ethnic Group	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
White	1	1	1	7	1	3
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Cases involving employees with a disability	0	0	0	1	0	0

c. By Gender

	Number of Grievances					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Females	1	0	1	5	1	2
Males	0	1	0	2	0	1

8. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

	Number of Disciplinary Procedures					
Ethnic Group	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
White	4	15	14	24	6	17
Other Ethnic Group	0	2	1	0	1	0
Undefined*	0	0	0	0	0	0

b. By Disability

	Number of Disciplinary Procedures					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Cases of employees with a disability	0	0	0	0	0	0

c. By Gender

	Number of Disciplinary Procedures					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Females	2	5	5	3	0	4
Males	2	12	10	21	7	13

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

a. By Ethnic Origin

Ethnic Group	Number of Leavers					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
White	52	49	50	79	62	97
Other Ethnic Group	2	3	0	0	2	1
Undefined	3	2	1	3	6	5

b. By Disability

	Number of Leavers					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Leavers with a disability	3	3	0	3	2	3

c. By Gender

	Number of Leavers					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Female	27	27	22	42	39	49
Male	30	27	29	34	31	54

10. The Number Of Employees Absent Due to Sickness

a. By Ethnic Origin

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
White	71.58%	73.24%				
Other Ethnic Group	87.5%	37.5%				
Undefined*	64.29%	63.64%				

b. By Disability

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Employees absent due to sickness with a disability	75%	82.61%				

c. By Gender

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2015/16	2014/15	2013/14	2012/13	2011/12	2010/11
Female	79.49%	76.79%				
Male	62.88%	67.37%				