

## **Employment Monitoring Information – 2017/18**

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

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

	<b>% of Workforce*</b>					
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
White	96.40	96.78	96.01	96.32	95.61	96.15
Other Ethnic Group	1.00	0.80	1.20	1.55	1.88	1.45
Undefined#	2.60	2.41	2.79	2.13	2.51	2.40

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

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

	<b>% of Workforce*</b>					
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Employees with a Disability	4.60	4.63	4.78	4.46	4.23	3.21

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

	<b>% of Workforce*</b>					
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Female	53.60	54.12	54.38	54.26	55.17	54.65
Male	46.40	45.88	45.62	45.74	44.83	45.35

\* 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**

Note: For these indicators, to enable a meaningful comparison between the information for 2014/15 and the information produced in previous years data is shown both for applications for directly employed Council posts only and for posts including those within Alive Management Limited and the Joint employee establishment (shown in the shaded boxes). Information for 2015/16 is for applicants for directly employed Council roles only.

## **2.1 Applicants for Employment**

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

Year		2017/2018	2016/2017	2015/16	2014/15	2013/14	2012/13
Number of Applicants	White	2027 (96.85%)	1301 (97.75%)	1694 (95.81%)	2469 (96.82%)	3063 (96.84%)	2145 (96.49%)
					3345 (96.43%)		
	Other ethnic groups	66 (3.15%)	30 (2.25%)	74 (4.19%)	81 (3.18%)	100 (3.16%)	78 (3.51%)
					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		2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13
No of applicants with a disability		131 (6.26%)	94 (7.06%)	99 (5.60%)	146 (5.73%)	202 (6.39%)	88 (3.96%)
					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		2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13
Number of Applicants	Female	998 (47.68)	598 (44.93%)	783 (44.29%)	1429 (56.04%)	1542 (48.75%)	1209 (54.39%)
					1943 (56%)		
	Male	1095 (52.32)	733 (55.07%)	985 (55.71%)	1121 (43.96%)	1621 (51.25%)	1014 (45.61%)
					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		2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13
Number of Applicants shortlisted	White	762 (37.59%)	432 (33.20%)	357 (21.07%)	311 (12.6%)	939 (30.66%)	606 (28%)
					372 (11%)		
	Other ethnic groups	14 (21.21%)	7 (23.33%)	6 (8.11%)	7 (8.64%)	28 (28%)	13 (17%)
					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	2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13
No of applicants with a disability shortlisted	51 (38.93%)	28 (43.75%)	19 (19.19%)	16 (10.96%)	63 (31.19%)	26 (30%)
				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	2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13	
Number of Applicants shortlisted	Female	316 (31.66%)	169 (28.26%)	148 (18.90%)	158 (11.06%)	409 (26.52%)	325 (27%)
					192 (13.44%)		
Number of Applicants shortlisted	Male	460 (42.01%)	270 (36.83%)	215 (21.83%)	161 (14.36%)	558 (34.42%)	294 (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	2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13	
Number of shortlisted Applicants appointed	White	102 (13.39%)	83 (19.21%)	99 (27.73%)	93 (29.9%)	157 (16.72%)	174 (28.7%)
					133 (35.75%)		
Number of shortlisted Applicants appointed	Other ethnic groups	2 (14.29%)	0 (0%)	2 (33.33%)	3 (42.86%)	1 (3.57%)	2 (15.4%)
					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	2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13
No of shortlisted applicants with a disability appointed	5 (9.80%)	2 (7.14%)	4 (21.05%)	3 (18.75%)	2 (3.17%)	3 (11.5%)
				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		2017/2018	2016/17	2015/16	2014/15	2013/14	2012/13
Number of shortlisted Applicants appointed	Female	44 (13.92%)	31 (18.34%)	36 (24.32%)	29 (18.35%)	66 (16.14)	88 (27.1%)
					56 (29.17%)		
	Male	60 (13.04%)	52 (19.26%)	65 (30.23%)	67 (41.61%)	92 (16.49%)	88 (29.9%)
					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

2017/18	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	85	68 (80%)	30 (44%)
	Other Ethnic Group	2	2 (100%)	1 (50%)
	Undefined	0	0	0

2016/17	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	63	46 (73%)	21 (46%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0

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

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2017/18	3	2	1
2016/17	4	3	0
2015/16	0	0	0
2014/15	3	2	0
2013/14	3	2	0
2012/13	2	2	0

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2017/18	Female	48	39 (81.25%)	15 (38.46%)
	Male	39	31 (79.49%)	16 (51.61%)
2016/17	Female	20	17 (85%)	8 (47%)
	Male	43	29 (67%)	13 (45%)
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%)

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

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

	<b>% of Staff per Group Receiving Training</b>					
	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
White	93.15%	84.82%	92.53%	93.76%	96.56%	72.8%
Other Ethnic Group	100%	100%	85.71%	100%	100%	78%
Undefined*	100%	100%	100%	100%	93.75%	83%

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

	<b>% of Staff per Group Receiving Training</b>					
	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
Employees with a disability receiving training	82.61%	86.95%	79.17%	82%	81%	55%

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

	<b>% of Staff per Group Receiving Training</b>					
	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
Female	97.76%	86.25%	93.41%	91%	96%	72.1%
Male	89.22%	84.65%	92.58%	98%	99.3%	76.3%

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

During both 2016/17 and 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**

Note: The overall reduction in numbers reported from 2014/15 onwards relates to the change in the number of staff directly employed by the Council.

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

<b>2017/18</b>	<b>Performance Rating</b>			
<b>Ethnic Group</b>	<b>Exceeded</b>	<b>Achieved with Merit</b>	<b>Achieved</b>	<b>Partially Met</b>
White	14	56	359	4
Other Ethnic Group	0	0	4	0
Undefined	0	4	7	0

<b>2015/16</b>	<b>Performance Rating</b>		
<b>Ethnic Group</b>	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
White	47	387	7
Other Ethnic Group	0	4	0
Undefined	1	10	0

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

<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. By Disability**

<b>Employees with a disability</b>	<b>Performance Rating</b>			
	<b>Exceeded</b>	<b>Achieved with merit</b>	<b>Achieved/Met</b>	<b>Partially Met</b>
2017/18	1	1	19	1
2016/17	1	n/a	20	1
2015/16	0	n/a	20	4
2014/15	1	n/a	19	1
2013/14	1	n/a	26	1
2012/13	0	n/a	20	0

c. By Gender

Year	Gender	Performance Rating			
		Exceeded	Achieved with merit	Achieved/Met	Partially Met
2017/18	Female	7	29	210	0
	Male	7	31	160	4
2016/17	Female	26	n/a	221	2
	Male	22	n/a	180	5
2015/16	Female	31	n/a	225	5
	Male	20	n/a	419	5
2014/15	Female	33	n/a	219	8
	Male	16	n/a	188	4
2013/14	Female	28	n/a	282	4
	Male	24	n/a	243	9
2012/13	Female	27	n/a	283	3
	Male	18	n/a	246	6

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

a. By Ethnic Origin

Ethnic Group	Number of Grievances					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
White	1	0	1	1	1	7
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Cases involving employees with a disability	0	0	0	0	0	1

c. By Gender

	Number of Grievances					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Females	1	0	1	0	1	5
Males	0	0	0	1	0	2

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

a. By Ethnic Origin

Ethnic Group	Number of Disciplinary Procedures					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
White	8	12	4	15	14	24
Other Ethnic Group	0	0	0	2	1	0
Undefined*	0	0	0	0	0	0



b. By Disability

	Number of Disciplinary Procedures					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Cases of employees with a disability	1	0	0	0	0	0

c. By Gender

	Number of Disciplinary Procedures					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Females	1	4	2	5	5	3
Males	7	8	2	12	10	21

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

a. By Ethnic Origin

Ethnic Group	Number of Leavers					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
White	59	53	52	49	50	79
Other Ethnic Group	1	2	2	3	0	0
Undefined	0	3	3	2	1	3

b. By Disability

	Number of Leavers					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Leavers with a disability	3	4	3	3	0	3

c. By Gender

	Number of Leavers					
	2017/18	2016/17	2015/16	2014/15	2013/14	2012/13
Female	29	31	27	27	22	42
Male	31	27	30	27	29	34

## **10. The Number Of Employees Absent Due to Sickness**

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

	<b>% of Staff per Group Taking At Least One Period of Sickness Absence</b>					
	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
White	69.50%	71.10%	71.58%	73.24%		
Other Ethnic Group	40%	50%	87.5%	37.5%		
Undefined*	61.54%	91.6%	64.29%	63.64%		

### **b. By Disability**

	<b>% of Staff per Group Taking At Least One Period of Sickness Absence</b>					
	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
Employees absent due to sickness with a disability	86.96%	73.91%	75%	82.61%		

### **c. By Gender**

	<b>% of Staff per Group Taking At Least One Period of Sickness Absence</b>					
	<b>2017/18</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>
Female	73.51%	77.69%%	79.49%	76.79%		
Male	63.79%	64.04%%	62.88%	67.37%		