



DERBY CITY COUNCIL

MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 7 APRIL 2005

Report of the Director of Policy

Additional information - workforce statistics

RECOMMENDATIONS

- 1.1 To consider the additional information requested on disabled people.
- 1.2 To bring a further update back to MECAC about the success of positive action recruitment initiatives with the recruitment statistics report for 2005/6.

SUPPORTING INFORMATION

Summary

- 2.1 At its November meeting, MECAC requested additional information on the workforce statistics report. The November report is attached at Appendix 2.
- 2.2 The additional information requested was:
 - a breakdown of Asian communities relating to disability information
 - statistics relating to the economically active percentage of disabled people in Derby
 - success of positive action policies outlined in the report.

Additional information

- 2.3 This table is a breakdown of disabled employees by ethnicity, including Asian communities. The total workforce breakdown is detailed in the previous workforce statistics report at Appendix 2.

	No of females	%	No of males	%	Total employees	%
White British	162	47	108	31.3	270	78.3
White Irish		0	1	0.3	1	0.3
White Other	3	0.9	1	0.3	4	1.2
White and Black Caribbean	4	1.2		0	4	1.2
Any other mixed background	1	0.3		0	1	0.3
Indian	16	4.6	3	0.9	19	5.5
Pakistani	1	0.3	3	0.9	4	1.2
Any other Asian background	2	0.6		0	2	0.6
African		0	1	0.3	1	0.3
Caribbean	4	1.2	1	0.3	5	1.4

Any other Black background	3	0.9	1	0.3	4	1.2
Any other ethnic group	1	0.3	2	0.6	3	0.9
Unknown ethnicity	7	2	1	0.3	8	2.3
Personally withheld	13	3.8	6	1.7	19	5.5
Total	217	62.9	128	37.1	345	100

- 2.4 There are no statistics relating to economically active disabled people in Derby. Research done in the 2002 Labour Market Survey – available on the Disability Rights Commission website – suggests that nationally, around 11% of disabled people are economically active.
- 2.5 It is difficult to identify specific success rates from the positive action initiatives that take place but it can be concluded that, overall, there is success because the Council's statistics are improving each year.
- 2.6 Large job fairs and careers events always attract a lot of interest from various groups. People may not apply for jobs that are available at the time but they do gain an insight into the work of the Council, they learn how to find and apply for our vacancies, for instance, through the website, and therefore they may consider the Council in the future.
- 2.7 In the case of events targeting students of school age, such as the Derbyshire Skills Festival, successes in improving the number of minority ethnic students considering careers with the Council will not be evident for some years but the work is necessary at an early stage so that the students do know about the Council.
- 2.8 The Recruitment Officer Positive Action started work in November 2004 and has already done some work to continue, re-establish and improve existing initiatives previously operated by the Equalities Unit. These are the job seekers registers, monitoring and tracking, one to one career advice and the employee support networks. The success of these initiatives will be continually monitored and reported to future meetings of MECAC.
- 2.9 A separate report will be presented about the Positive Steps bid.

<p>For more information contact: Donna Norris 25 5582 e-mail donna.norris@derby.gov.uk</p> <p>Background papers: None</p> <p>List of appendices: Appendix 1 – Implications Appendix 2 – Report from 30 November meeting</p>

IMPLICATIONS

Financial

1. None.

Legal

- 2.1 The Race Relations (Amendment) Act 2000 places a legal obligation on public authorities to promote racial equality and good race relations between different racial groups.
- 2.2 The Sex Discrimination Act 1975 sets out the basic principle that men and women should not receive less favourable treatment on the grounds of their sex.
- 2.3 The Disability Discrimination Act 1995 makes it unlawful for an employer to treat a disabled person less favourably. This applies to all employment matters including recruitment, training and promotion.

Personnel

3. Personnel will continue to monitor the workforce information to provide statistics to assist the Council with policy development and to underpin positive action policies.

Equalities impact

4. Positive action initiatives are intended to have an equalities impact as they are targeted at increasing representation of equality target groups in the Council's workforce.

Corporate objectives and priorities

5. The work being done in this area links to the Council's values of – **valuing our employees in delivering services** and **adopting new ways of working wherever these will help us do things better and provide value for money, customer focused services.**



**MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE
18 NOVEMBER 2004**

Report of the Director of Policy

Workforce Statistics – October 2004

RECOMMENDATIONS

- 1.1 To note the workforce statistics and assess the progress the Council has made in achieving its objective of having a workforce that appropriately reflects the community.
- 1.2 Chief Officers and departments engage in positive action initiatives designed to improve representation across the Council.

SUPPORTING INFORMATION

- 2.1 The information given in the report relates to staff in post on 1 October 2004, excluding staff based at Derby Homes, temporary agency staff and Learning to Work trainees.
- 2.2 The statistics relate to Best Value Performance Indicators but include other analysis ...
 - BVPI 17 – ethnicity profile and an analysis of ethnicity using the categories in the 2001 Census.
 - BVPI 11 – ethnicity profile of the top 5% of earners – salary greater than or equal to scp 41 £30,654.
 - BVPI 16 – disability profile. Including an analysis of the ethnicity of disabled employees and the DDA status of the top 5% of earners.
 - Age and gender profile.

Ethnicity profile

- 2.3 The percentage of economically active minority ethnic people in Derby according to the Census information is 12.09%.
- 2.4 There are a total of 15,232 posts that people are occupying in the Council. This includes people who may have multiple posts. Out of these, we know the ethnicity of 12,902.

- 2.5 Most of the unknown ethnicity is in the Education Department. The department does not have information from a lot of the schools.
- 2.6 Increased focus is being given to recording processes on the Vision system, and maximum effort is being made by all departments to identify ethnicity information and record it.
- 2.7 Out of the employees where we know the ethnicity, the percentage of minority ethnic employees is 9.1%.
- 2.8 The Council employs 1,293 minority ethnic people – 9.1% - at 1 October 2004, compared with 764 – 8.1% - in July 2003.
- 2.9 Although this represents an increase in the number of minority ethnic employees, this still does not reflect the percentage of economically active minority ethnic people in Derby.

Top 5% earners

- 2.10 388 employees fall into the band of the top 5% of earners – that is those earning £30,654 a year or more.
- 2.11 46.6% of the top 5% earners are female and 1.8% of those women are from minority ethnic communities. As 78.2% of the total workforce is female, the number of top earners that are female is not representative of the workforce as a whole.
- 2.12 4.9% of the top 5% earners are from minority ethnic communities, we cannot compare this statistic with the figure for 2003 because the indicator was calculated including schools in 2003 and excluding schools in 2004.

Disability

- 2.13 77.3% of employees have provided details of their DDA status and 2.9% of them that provided those details have declared themselves disabled. This compares to 2.5% in July 2003.
- 2.14 There are still 3,454 employees where the DDA status is unknown. Again, this is mainly in the Education Department. Work is being carried out urgently to identify this information wherever possible and to make sure it is recorded accurately.
- 2.15 3.8% of the top 5% of earners are disabled and, therefore, disabled people are well represented compared with the workforce as a whole.

Gender and age

- 2.16 78.2% of the workforce is female.
- 2.17 The average age of the workforce is 42.
- 2.18 28% of the workforce is aged 50 or above.

- 2.19 Over the last 18 months, the Council has had a policy of extending the retirement age beyond the age of 65 for those employees that request it for temporary rolling contracts of six months. This is in preparation for the Age Legislation, which will necessitate a revision to our policy in 2006.

Conclusions

- 2.20 The number of minority ethnic employees has increased over the last year.
- 2.21 Work is still needed to increase the number of minority ethnic employees to reflect the percentage of economically active minority ethnic people in Derby.
- 2.22 While disabled people are well represented in the top 5% of earners, more work is needed to increase representation across the Council as a whole.
- 2.23 The representation of women in the workforce is high and this is not reflected in the top 5% of earners. More work is needed to encourage women into senior positions.
- 2.24 Officers in Corporate Personnel are working on a number of policies and positive action recruitment and development initiatives to assist in this work, such as:
- outreach with community centres and projects
 - job fairs and schools events
 - minority ethnic and disabled job seekers registers
 - one to one career advice, application and interview skills
 - job tracking and monitoring
 - women into senior management programme
 - Positive Steps bid approved to offer application and interview skills training to people on the job seekers registers
 - working with Livelihood Project to implement Positive Steps training
 - Employee Support Networks.

For more information contact:	Donna Norris 255582 e-mail donna.norris@derby.gov.uk
Background papers:	None.
List of appendices:	Appendix 1 - Implications Appendix 2 - Statistics

IMPLICATIONS

Financial

1. None.

Legal

- 2.1 The Race Relations (Amendment) Act 2000 places a legal obligation on public authorities to promote racial equality and good race relations between different racial groups.
- 2.2 The Sex Discrimination Act 1975 sets out the basic principle that men and women should not receive less favourable treatment on the grounds of their sex.
- 2.3 The Disability Discrimination Act 1995 makes it unlawful for an employer to treat a disabled person less favourably. This applies to all employment matters including recruitment, training and promotion.

Personnel

3. Personnel will continue to monitor the workforce information to provide statistics to assist the Council with policy development.

Equalities impact

4. Equalities and positive action initiatives will be the responsibility of Corporate Personnel.

Corporate objectives and priorities for change

5. The work being done in this area links to the key objectives of – **job opportunities** and **integrated, cost effective services**.

Workforce Statistics – October 2004

Coverage

This report covers staff in post on 1 October 2004. Data is taken from the HR and Payroll system – Vision, which stores information about all staff employed by the Council. Staff excluded from this report are:

- those based at Derby Homes
- agency employees
- trainees based at Learning to Work.

Ethnicity Profile – BVPI 17

	White employees		Minority ethnic employees		All ethnic employees	Ethnicity not known
	Male	Female	Male	Female		
No of employees	2,540	9,069	302	991	1,293	2,330
As a % of all employees	16.7%	59.5%	2.0%	6.5%	8.5%	15.3%
As a % of employees with known ethnicity	17.9%	64.1%	2.1%	7.0%	9.1%	

Ethnic Description	No. of Females	%	No. of Males	%	Total	%	DERBY UA % ME econ active
WHITE - BRITISH	8861	58.17%	2478	16.27%	11339	74.44%	84.6%
WHITE - IRISH	88	0.58%	26	0.17%	114	0.75%	1.5%
WHITE - OTHER	120	0.79%	36	0.24%	156	1.02%	1.8%
WHITE AND BLACK CARRIBEAN	34	0.22%	13	0.09%	47	0.31%	0.5%
WHITE AND BLACK AFRICAN	5	0.03%	2	0.01%	7	0.05%	0.1%
WHITE AND ASIAN	11	0.07%	6	0.04%	17	0.11%	0.2%
ANY OTHER MIXED BACKGROUND	24	0.16%	11	0.07%	35	0.23%	0.2%
INDIAN	408	2.68%	79	0.52%	487	3.20%	4.2%
PAKISTANI	173	1.14%	44	0.29%	217	1.42%	3.6%
BANGLADESHI	5	0.03%	3	0.02%	8	0.05%	0.1%
ANY OTHER ASIAN BACKGROUND (C)	15	0.10%	7	0.05%	22	0.14%	0.5%
CARIBBEAN	210	1.38%	87	0.57%	297	1.95%	1.6%
AFRICAN	20	0.13%	10	0.07%	30	0.20%	0.3%
ANY OTHER BLACK BACKGROUND (D)	18	0.12%	16	0.11%	34	0.22%	0.2%
CHINESE	25	0.16%	4	0.03%	29	0.19%	0.5%
ANY OTHER ETHNIC GROUP	43	0.28%	20	0.13%	63	0.41%	0.3%
UNKNOWN ETHNICITY	886	5.82%	188	1.23%	1074	7.05%	
PERSONALLY WITHHELD	968	6.36%	288	1.89%	1256	8.25%	
Grand Total	11914	78.22%	3318	21.78%	15232	100.00%	100.00%

Key Messages

Figures in brackets show the values reported to MECAC in November 2003

- 84.7% of employees have provided details of their ethnicity (75.1%)
- 9.1% of the employees who have provided details of their ethnicity are from minority ethnic communities (8.1%)
- 10.6% of male employees are from minority ethnic communities compared with 9.8% of female employees (9.0% and 7.6% respectively)
- as a result of increased focus on the recording processes, we are now capturing the ethnicity details of more employees.

Ethnicity profile of top 5% of earners – BVPI 11

Top 5% earners are people with an FTE salary greater than or equal to SCP 41 £30,654 a year

	White employees		Minority ethnic employees		All ethnic employees	Ethnicity not known
	Male	Female	Male	Female		
No of employees	184	161	12	7	19	24
As a % of all employees	47.1%	41.5%	3.1%	1.8%	4.9%	6.2%

Analysis of ethnicity of top 5% of earners

Ethnic Group	No of females	%	No of males	%	Total employees	%
White	161	41.5%	184	47.4%	345	88.9%
Mixed	1	0.3%			1	0.3%
Asian or Asian British	2	0.5%	8	2.1%	10	2.6%
Black or Black British	4	1.0%	3	0.8%	7	1.8%
Chinese or other ethnic group			1	0.3%	1	0.3%
Unknown or personally withheld	13	3.4%	11	2.8%	24	6.2%
Grand Total	181	46.6%	207	53.4%	388	

Key Messages

- 46.6% of the top 5% earners are female
- 4.9% of the top 5% earners are from minority ethnic communities
- 5.8% of male employees are from minority ethnic communities compared with 3.9% of female employees.

Disability profile – BVPI 16

	Non-disabled employees		Disabled employees		All disabled employees	DDA status not known
	Male	Female	Male	Female		
No of employees	2,320	9,113	128	217	345	3454
As a % of all employees	15.2%	59.8%	0.8%	1.4%	2.3%	
As a % of employees with known DDA status	19.7%	77.4%	1.1%	1.8%	2.9%	

Analysis of ethnicity of disabled employees

Ethnic group	No of females	%	No of males	%	Total employees	%
White	165	47.8%	110	31.9%	275	79.7 %
Mixed	5	1.4%			5	1.4%
Asian or Asian British	19	5.5%	6	1.7%	25	7.2%
Black or Black British	7	2.0%	3	0.9%	10	2.9%
Chinese or other ethnic group	1	0.3%	2	0.6%	3	0.9%
Unknown or personally withheld	20	5.8%	7	2.0%	27	7.8%
Grand Total	217	62.9%	128	37.1%	345	

Analysis of DDA status of top 5% of earners

DDA status	No of females	%	No of males	%	Total employees	%
Non-disabled	158	40.7%	187	48.2%	345	88.9%
Disabled	9	2.3%	4	1.0%	13	3.4%
Unknown	14	3.6%	168	4.1%	30	7.7%
Grand Total	181	46.6%	207	53.4%	388	

Key Messages

Figures in brackets show the values reported to MECAC in November 2003

- 77.3% of employees have provided details of their DDA status (77.1%)
- 2.9% of the employees who have provided details of their DDA status declared themselves as disabled (2.5%)
- 3.8% of employees who have declared they meet the DDA status are in the top 5% of earners
- disabled employees are well represented in the higher earners compared with the workforce as a whole

- there may be some under reporting among disabled employees who may not want to 'come out' as disabled people at work. We are continuing to encourage disabled people to tell us they are disabled people by informing them of their rights under the Disability Discrimination Act and of our commitment to do our best to make sure they get any reasonable adjustments they need at work.

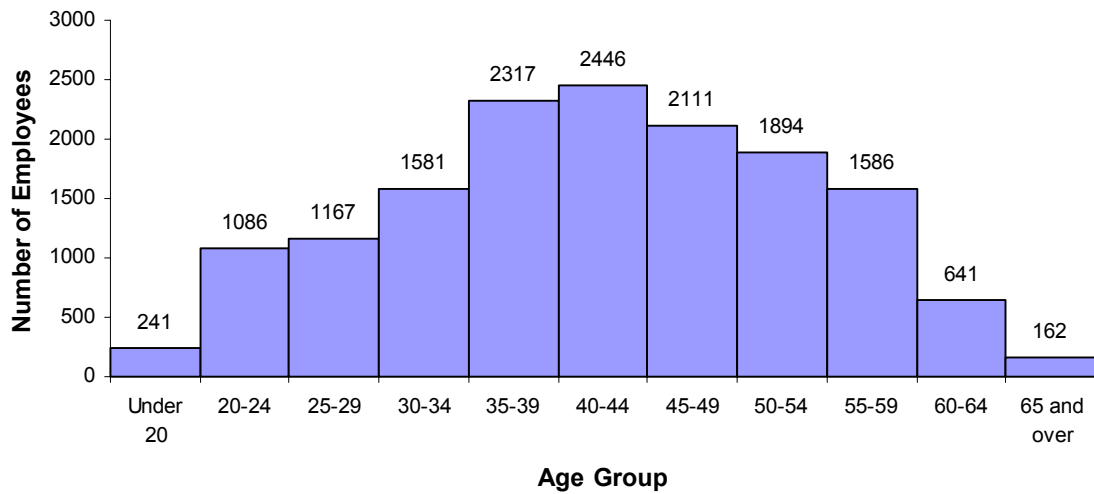
Age and gender profile

Age group	No. of females	%	No. of males	%	Total	%
Under 20	145	1.0%	96	0.6%	241	1.6%
20-24	714	4.7%	372	2.4%	1,086	7.1%
25-29	914	6.0%	253	1.7%	1,167	7.7%
30-34	1,233	8.1%	348	2.3%	1,581	10.4%
35-39	1,903	12.5%	414	2.7%	2,317	15.2%
40-44	1,995	13.1%	451	3.0%	2,446	16.1%
45-49	1,719	11.3%	392	2.6%	2,111	13.9%
50-54	1,502	9.9%	392	2.6%	1,894	12.4%
55-59	1,227	8.1%	359	2.4%	1,586	10.4%
60-64	464	3.0%	177	1.2%	641	4.2%
65 and over	98	0.6%	64	0.4%	162	1.1%
Total	11,914	78.2%	3,318	21.8%	15,232	

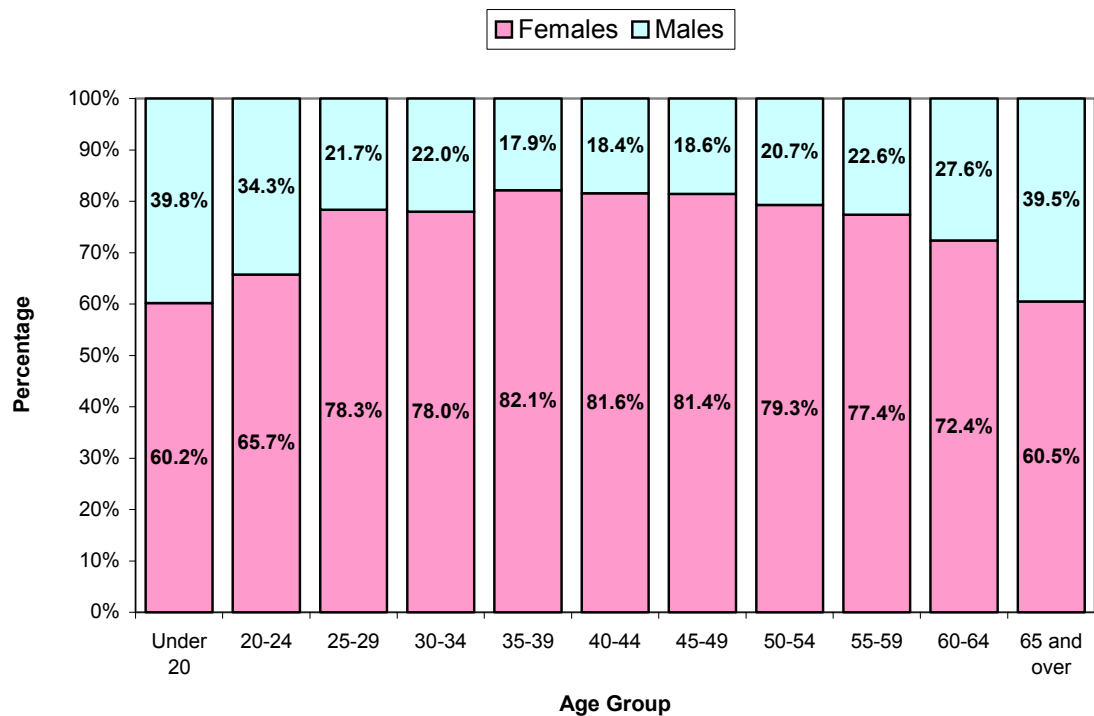
Key Messages

- 78.2% of the workforce are female
- the youngest employee is 16 and the oldest is 78
- the average (Median) age of the workforce is 42
- 30 – 49 year olds represent 56% of the workforce
- 28% of the workforce is aged 50 or above.

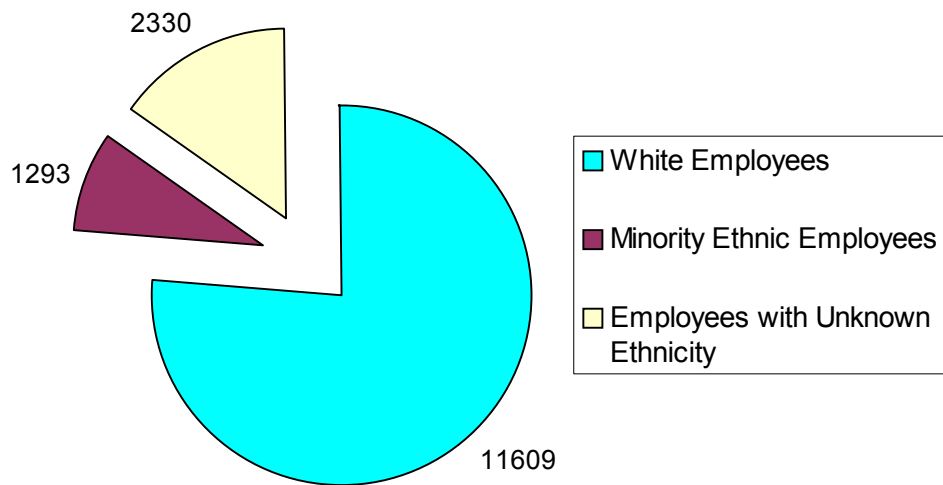
Age Profile - October 2004



Proportion of Male/Female Staff by Age Group



Employee Ethnicity - October 2004



Employee DDA Status - October 2004

