



Working for the Council – employment statistics

April 2009 – March 2010

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Working for the Council – employment statistics

1 Introduction

Welcome to our latest employment statistics covering the period from April 2009 to March 2010. The statistics include recruitment, workforce profile, training and development and disciplinary and grievances.

Since we produced our last employment statistics report, we have improved the data collection for recording disciplinary and grievances and also recruitment statistics. We have also captured equality monitoring information on sexuality and religion or belief.

We will be putting the booklet on our internal Derbynet following a request from our employee networks and also on our website at www.derby.gov.uk/equality . The statistics will also be presented to our three Diversity Forums and employee networks and will be available in other styles for those who need them.

Please contact us if you have any queries about the figures or have any suggestions for improving the layout for future reports. Contact us on 01332 255384, minicom 01332 258427, fax 013332 255520 or email ann.webster@derby.gov.uk

Many thanks, to colleagues in the Human Resources Division, of all departments, who pulled the statistics together.

Corporate Human Resources

November 2010

2 Recruitment

This section gives information about recruitment to the Council's vacancies that were advertised between April 2009 and March 2010. The numbers exclude school vacancies. It explores the stages of the process and focuses on ethnic origin, gender, sexuality, religion or belief, disability and senior positions.

During this time period we introduced a new recruitment system – Recruit Active – which also saw the introduction of the Council's on-line only application strategy. To demonstrate the results of these changes the data is presented in two tables, one for before the change on 1 November, and one for after.

This table shows the data from 1 April – 31 October 2009 from the Recruitment module on Vision.

	No of applicants	%	No Short listed	%	No of appointees	%	Appoint rate %
Asian or Asian British							
Indian	556	5.3	83	4.4	25	5.2	4.5
Pakistani	640	6.1	114	6.1	22	4.6	3.4
Bangladeshi	40	0.4	4	0.2	0	0	0
Any other Asian background	84	0.8	15	0.8	2	0.4	2.4
Black or Black British							
Caribbean	202	1.9	50	2.7	14	2.9	6.9
African	223	2.1	39	2.1	7	1.5	3.1
Other Black background	33	0.3	3	0.2	1	0.2	3.0
Chinese or other ethnic group							
Chinese	61	0.6	10	0.5	1	0.2	1.6
Any other ethnic group	37	0.4	7	0.4	3	0.6	8.1
Dual Heritage							
White and Black Caribbean	107	1.0	23	1.2	7	1.45	6.5
White and Black African	29	0.3	4	0.2	1	0.2	3.5
White and Asian	29	0.3	5	0.3	2	0.4	6.9
Other dual heritage background	59	0.6	9	0.5	1	0.2	1.7
White							
British	7860	75	1426	76.5	376	78.0	4.8
Irish	58	0.6	11	0.6	3	0.6	5.2

Other	275	2.6	37	1.9	16	3.3	5.8
Not known	160	1.5	20	1.1	1	0.2	0.6
Personally withheld	17	0.2	5	0.3	0	0	0
Disabled	403	3.8	76	4.1	22	4.6	5.4
Non-disabled	9877	94.4	1762	94.5	455	94.4	4.6
Not known	156	1.5	19	1.0	2	0.4	1.3
Personally withheld	34	0.3	8	0.4	3	0.6	8.8
Female	6408	61.2	1137	61.0	337	69.9	5.2
Male	4056	38.7	727	38.9	144	29.9	3.5
Not known	6	0.1	1	0.1	1	0.2	16.7
Total no of applicants	10470		1865		482		4.6

This table shows the data from 1 November 2009 – 31 March 2010 from the new Recruit Active system.

	No of applicants	%	No Short listed	%	No of appointees	%	Appoint rate %
Asian or Asian British							
Indian	402	6.7	49	3.7	7	2.0	1.7
Pakistani	420	7.0	62	4.6	8	2.3	1.9
Bangladeshi	19	0.3	1	0.1	0	0	0
Any other Asian background	43	0.7	16	1.2	1	0.3	2.3
Black or Black British							
Caribbean	149	2.5	40	3.0	9	2.6	6.0
African	206	3.4	36	2.7	10	2.9	4.9
Other Black background	6	0.1	0	0	0	0	0
Chinese or other ethnic group							
Chinese	37	0.6	10	0.7	2	0.6	5.4
Any other ethnic group	70	1.2	9	0.7	2	0.6	2.8
Dual Heritage							
White and Black Caribbean	76	1.3	18	1.3	8	2.3	10.5
White and Black African	8	0.1	0	0	0	0	0
White and Asian	21	0.4	6	0.4	1	0.3	4.8
Other dual heritage background	16	0.3	3	0.2	2	0.6	12.5
White							
British	4038	67.3	999	74.8	272	79.3	6.7

Irish	23	0.4	8	0.6	3	0.9	13.0
Other	399	6.6	65	4.9	17	5.0	4.3
Prefer not to say	69	1.1	14	1.1	1	0.3	1.4
Disabled	229	3.8	77	5.8	11	5	4.8
Non-disabled	5735	95.6	1251	93.6	329	95.9	5.7
Prefer not to say	38	0.6	8	0.6	3	0.9	8.1
Female	3922	65.3	939	70.3	253	73.8	6.4
Male	2053	34.2	393	29.4	90	26.2	4.4
Prefer not to say	27	0.5	4	0.3	0	0	0
Total no of applicants	6002		1336		343		5.7

This table shows the Sexuality and Religion or Belief data from 1 November 2009 – 31 March 2010 from the new Recruit Active system.

	No of applicants	%	No Short listed	%	No of appointees	%	Appoint rate %
Sexuality							
Heterosexual/Straight	5398	90.1	1221	91.5	323	94.2	5.9
Bisexual	74	1.2	14	1.0	3	0.9	4.0
Gay Woman/Lesbian	42	0.7	10	0.7	1	0.3	2.4
Gay Man	51	0.8	12	0.9	4	1.2	7.8
Other	78	1.3	9	0.7	1	0.3	1.3
Prefer not to say	349	5.8	68	5.1	11	3.2	3.1
Religion or Belief							
Buddhist	28	0.5	4	0.3	1	0.3	3.6
Christian – all denominations	2677	44.7	633	47.4	162	47.2	6.0
Hindu	80	1.3	6	0.4	0	0	0
Jewish	7	0.1	2	0.1	1	0.3	14.3
Muslim	503	8.4	72	5.4	9	2.6	1.8
Sikh	259	4.3	37	2.8	7	2.0	2.7
Other religion	119	1.9	30	2.2	12	3.5	10.1
None	2036	33.9	475	35.6	136	39.7	6.7
Prefer not to say	283	4.7	75	5.6	15	4.4	5.3
Total no of applicants	5992		1334		343		5.7

Senior Positions

We have defined 'senior' as Head of Service, Assistant Director and Corporate Director for the purposes of this report.

We advertised two senior positions between April 2009 and March 2010. The equality monitoring information for these senior appointments information is:

Vacancy	Applicants	Shortlisted	Appointed
Strategic Director – Children and Young People	6 White British 1 White and Black Caribbean 1 White and Asian 1 Indian 5 not known	3 White British 1 not known	White British
	1 Female 8 Male 5 not known	1 Female 2 Male 1 not known	Female
	9 Non disabled 5 not known	3 Non disabled 1 not known	Non disabled
Strategic Director – Adults, Health and Housing	14 White British 1 White other 1 Black African 3 not known	5 White British	White British
	7 Female 8 Male 3 not known	4 Female 1 Male	Female
	1 Disabled 15 Non disabled 3 not known	Non disabled	Non disabled

Positive Action – Pakistani Recruitment Initiative Project

The Pakistani Recruitment Initiative Project (PRI) concluded at the end of March 2010 having significantly out performed its targets as follows;

- **Traineeships** – 103 traineeship opportunities were provided since the introduction of the project.

Departmental breakdown:

Children and Young People	51 (includes 30 TA's and 15 apprentices)
Corporate and Adult	9
Environmental Services	29
Regeneration and Community	2
Resources	12
Total	103

The target agreed by the Board for PRI for traineeships in the Project Plan was to secure a minimum one traineeship each month. The target for two years is 24 and 103 were recruited. This target has been out performed by 329%!

- **Apprenticeships** – 15 Apprentices recruited through City Placements over the period. 8 are currently employed and 7 have finished their apprenticeships.

Achieving and maintaining a 20% cohort of apprentices have also boosted performance because if apprentices were to reflect the community 4% is required. This target has been out performed by 400%!

- **Open Recruitment** – 174 Pakistani origin candidates have been recruited to or promoted within Council posts. At 31 December 2008, Pakistani employees made up 2.2% of the workforce. At 31 December 2009, it was 2.6% of the workforce. This equates to an increase of 18% of Pakistani employees from the previous year and has narrowed the under representation gap further.

A less quantifiable outcome from the PRI Project has been the breaking down of barriers amongst the Pakistani community whose members may not have previously considered the Council as a potential employer and also amongst Council managers. From April 2010, the ESC Recruitment Team has used the learning from the PRI Project to integrate tackling under-representation into its processes. Recruitment Advisors work with managers looking to fill vacancies to identify ongoing opportunities for traineeships. They also maintain the Jobseekers Register of Pakistani people interested in working for the Council. Since March 2010, the rate of Pakistani job applicants and those shortlisted has been sustained at the level achieved during the period of the PRI Project.

The impact of the economic climate and the need for unprecedented savings to be found, however, has led to increased control over the amount of external recruitment that can be carried out by the Council and an increase in internal redeployment activity. This means that, while there is no diminution in the Council's commitment to continue to tackle under-representation, opportunities for traineeships and apprenticeships are now very rare. The Jobseekers Register and the expectations of those whose names are on it are therefore being managed more closely during 2010/11.

3 Workforce profile

3.1 This report covers Council employees in post at 31 March 2010. The information in the report comes from the Vision HR/Payroll system. Where an employee has more than one job, each job is analysed separately.

3.2 The statistics relate to the Quarter 4 2009/10 Best Value Performance Indicators and includes additional analysis by gender, religious belief, sexuality and age. Also included are departmental breakdowns of employees and leavers information. The main report headings are:

- BVPI 17a - percentage of all minority ethnic employees
- BVPI 16a - percentage of all employees who are disabled people
- religious belief and gender profile
- sexuality and gender profile
- BVPI 11a - percentage of top 5% of earners who are women
- BVPI 11b - percentage of top 5% of earners who are minority ethnic people
- BVPI 11c - percentage of top 5% of earners who are disabled people
- age and gender profile
- leavers information.

3.3 The collection of religious belief and sexuality information is new hence the current high level of 'Unknowns' in each of these two employment categories.

3.4 Top 5% earners are employees with a salary equal to or greater than SCP 41 £34,549 a year.

3.5 The statistics do not include employees of Derby Homes and agency staff.

3.6 Ethnic origin profile - BVPI 17a

	Non minority ethnic employees		Minority ethnic employees		All minority ethnic employees	Ethnic origin unknown
	Male	Female	Male	Female		
No of employees	2945	9863	359	1435	1794	576
As a % of employees with known ethnic origin	19.4	64.9	2.3	9.4	12.3	

The Council's BVPI 17a target for 2009/10 was 12.5%. Although the Quarter 4 2009/10 actual figure of 12.3% is marginally below that target, it represents an improvement on last year and enhances our position within the top quartile of unitary authorities.

Departmental analysis of the percentage of minority ethnic employees

Department	Minority ethnic employees	Non minority ethnic employees	Personally withheld	Unknown ethnic origin	% of work force with known ethnic origin
Chief Executive's	3	39	0	2	6.8
Corporate and Adult Services	284	1424	4	1	16.6
Resources	64	398	0	1	13.8
Environmental Services	232	2105	5	29	9.8
Regeneration and Community	111	874	19	18	10.8
Children and Young People	1100	7916	24	525	11.5
Total	1794	12756	52	576	12.3

Analysis of employee ethnic origin by 2001 Census categories

Ethnic origin	No of females	%	No of males	%	Total	%	2001 Census Data
Asian or Asian British							
Indian	527	3.47	87	0.57	614	4.05	3.84
Pakistani	306	2.02	63	0.42	369	2.43	3.96
Bangladeshi	10	0.07	4	0.03	14	0.09	0.09
Any Other Asian Background	47	0.31	16	0.11	63	0.42	0.46
Black or Black British							
Caribbean	248	1.63	79	0.52	327	2.15	1.40
African	57	0.38	28	0.18	85	0.56	0.20
Other Black Background	36	0.24	17	0.11	63	0.35	0.16
Chinese or other ethnic group							
Chinese	30	0.20	1	0.01	31	0.20	0.39
Any Other Ethnic Group	52	0.34	9	0.06	61	0.40	0.26
Dual Heritage							
White And Black Caribbean	56	0.37	19	0.13	75	0.49	1.03
White And Black African	11	0.07	3	0.02	14	0.09	0.09
White And Asian	29	0.19	10	0.07	39	0.26	0.44
Other Dual Heritage Background	26	0.17	17	0.11	43	0.28	0.22
White							
British	9461	62.33	2800	18.45	12261	80.78	84.39
Irish	82	0.54	30	0.20	112	0.74	1.38
Other	287	1.89	102	0.67	389	2.56	1.68
Unknown	462	3.04	114	0.75	576	3.79	
Personally Withheld	33	0.22	19	0.13	52	0.34	
Grand Total	11760	77.48	3418	22.52	15178	100	100

3.7 Disability profile - BVPI 16a

	Non disabled employees		Disabled employees		All disabled employees	DDA status unknown
	Male	Female	Male	Female		
No. of employees	3092	10920	231	528	759	407
As a % of employees with known DDA status	20.37	71.94	1.52	3.47	5.14	

The Council's BVPI 16a target for 2009/10 was 4.50%. The Quarter 4 2009/10 actual figure of 5.14% is above target, significantly improves upon last year's outcome and enhances our position within the top quartile of unitary authorities.

Departmental analysis of disabled employees

Department	Disabled employees	Non disabled employees	Personally withheld	Unknown	% of workforce with known DDA status
Chief Executive's	6	36	0	2	13.63
Corporate and Adult Services	205	1503	1	4	11.96
Resources	63	398	0	2	13.60
Environmental Services	171	2160	7	33	7.21
Regeneration and Community	93	896	10	23	9.09
Children and Young People	221	8995	6	343	2.31
Total	759	13988	24	407	5.14

Analysis of ethnic origin of disabled employees

Ethnic origin	No of females	%	No of males	%	Total	%
Asian or Asian British						
Indian	27	3.56	3	0.40	30	3.95
Pakistani	7	0.92	4	0.53	11	1.45
Any Other Asian Background	2	0.26	0	0.00	2	0.26
Black or Black British						
Caribbean	14	1.84	2	0.26	16	2.11
African	0	0.00	2	0.26	2	0.26
Other Black Background	3	0.40	3	0.40	6	0.79
Chinese or other ethnic group						
Chinese	0	0.00	0	0.00	0	0.00
Any Other Ethnic Group	7	0.92	1	0.13	8	1.05
Dual Heritage						
White And Black Caribbean	2	0.26	1	0.13	3	0.40
White And Black African	2	0.26	0	0.00	2	0.26
Other Dual Heritage Background	3	0.40	1	0.13	4	0.53
White						
British	440	57.97	206	27.14	646	85.11
Irish	5	0.66	3	0.40	8	1.05
Other	11	1.45	4	0.53	15	1.98
Unknown	4	0.53	1	0.13	5	0.66
Personally Withheld	1	0.13	0	0.00	1	0.13
Grand Total	528	69.57	231	30.43	759	100

Religious belief and gender profile

Religious Belief	No of Females	%	No of Males	%	Total	%
Buddhist	1	0.01	0	0.00	1	0.01
Christian All Denom	23	0.15	11	0.07	34	0.22
Hindu	1	0.01	0	0.00	1	0.01
Muslim	1	0.01	1	0.01	2	0.01
None	15	0.10	17	0.11	32	0.21
Other Religion	3	0.02	0	0.00	3	0.02
Prefer Not To Say	1	0.01	1	0.01	2	0.01
Sikh	2	0.01	0	0.00	2	0.01
Unknown	11713	77.17	3388	22.32	15101	99.49
GRAND TOTAL	11760	77.48	3418	22.52	15178	100.00

3.9 Sexual Orientation and gender profile

Sexual Orientation	No of Females	%	No of Males	%	Total	%
Gay Man	0	0.00	6	0.04	6	0.04
Gay Woman/Lesbian	2	0.01	0	0.00	2	0.01
Heterosexual/Straight	42	0.28	27	0.18	69	0.45
Prefer not to say	3	0.02	1	0.01	4	0.03
Unknown	11713	77.17	3384	22.30	15097	99.47
Grand Total	11760	77.48	3418	22.52	15178	100.00

3.10 Departmental analysis of the top 5% earners who are women - BVPI 11a

Department	All employees	Male employees	%	Female employees	%
Chief Executive's	9	4	44.44	5	55.56
Corporate and Adult Services	109	62	56.88	47	43.12
Resources	58	35	60.34	23	39.66
Environmental Services	30	21	70.00	9	30
Regeneration and Community	91	61	67.03	30	32.97
Children and Young People	212	56	26.42	156	73.58
Total	509	239	46.95	270	53.05

The Council's BVPI 11a target for 2009/10 was 52.50%. Although the Quarter 4 2009/10 actual figure of 53.05% is marginally below last year's outcome, it is above target and maintains our position in the top quartile for unitary authorities.

3.11 Ethnic origin profile of top 5% earners - BVPI 11b

	Non minority ethnic employees		Minority ethnic employees		All minority ethnic employees	Unknown ethnic origin
	Male	Female	Male	Female		
No. of employees	217	242	21	27	48	
As a % of all employees	42.63	47.54	4.12	5.3	9.43	

The Council's BVPI 11b target for 2009/10 was 7.50%. Our actual figure of 9.43 is significantly above target, improves on last years figure and enhances our position within the top quartile of unitary authorities.

Departmental analysis of the top 5% earners who are minority ethnic employees

Department	All employees	Minority ethnic employees	%
Chief Executive's	9	0	0
Corporate and Adult Services	109	12	11
Resources	58	3	5
Environmental Services	30	0	0
Regeneration and Community	91	8	8
Children and Young People	212	25	11
Total	509	48	9.3

Analysis of ethnic origin of top 5% earners

Ethnic origin	No of females	%	No of males	%	Total	%
Asian or Asian British						
Indian	5	0.98	7	1.38	12	2.36
Pakistani	0	0.00	8	1.57	8	1.57
Any Other Asian Background	1	0.20	2	0.39	3	0.59
Black or Black British						
Caribbean	9	1.77	3	0.59	12	2.36
African	1	0.20	1	0.20	2	0.39
Other Black Background	1	0.20	0	0.00	1	0.20
Chinese or other ethnic group						
Chinese	2	0.39	0	0.00	2	0.39
Any Other Ethnic Group	2	0.39	0	0.00	2	0.39
Dual Heritage						
White And Black Caribbean	2	0.39	0	0.00	2	0.39
White And Asian	2	0.39	0	0.00	2	0.39
Other Dual Heritage Background	2	0.39	0	0.00	2	0.39
White						
British	231	45.38	209	41.06	440	86.44
Irish	4	0.79	2	0.39	6	1.18
Other	7	1.38	6	1.18	13	2.55
Personally Withheld	1	0.20	1	0.20	2	0.39
Grand Total	270	53.05	239	46.95	509	100

3.12 Analysis of DDA status of top 5% earners - BVPI 11c

	Non disabled employees		Disabled employees		All disabled employees	DDA status unknown
	Male	Female	Male	Female		
No. of employees	229	249	9	21	30	1
As a % of all employees	45	49	1.8	4.1	5.89	0.19

The Council's BVPI 11c target for 2009/10 was 5.50%. Although the Quarter 4 2009/10 actual figure of 5.89% is exactly the same as last year, it's above target and maintains our position in the top quartile for unitary authorities.

Departmental analysis of top 5% earners who are disabled people

Department	All employees	Disabled employees	%
Chief Executive's	9	2	22.22
Corporate and Adult Services	109	14	12.84
Resources	58	4	6.89
Environmental Services	30	1	3.33
Regeneration and Community	91	0	0
Children and Young People	212	9	4.24
Total	509	30	5.89

3.13 Age and Gender Profile

Age range	No. of females	%	No. of males	%	Total	%
Under 20	82	0.54	69	0.45	151	0.99
20-24	507	3.34	310	2.04	817	5.38
25-29	921	6.07	376	2.48	1297	8.55
30-34	1104	7.27	291	1.92	1395	9.19
35-39	1451	9.56	351	2.31	1802	11.87
40-44	2056	13.55	394	2.60	2450	16.14
45-49	1895	12.49	433	2.85	2328	15.34
50-54	1560	10.28	390	2.57	1950	12.85
55-59	1252	8.25	365	2.40	1617	10.65
60-64	700	4.61	309	2.04	1009	6.65
65 and over	232	1.53	130	0.86	362	2.39
Grand Total	11760	77.48	3418	22.52	15178	100

3.14 Departmental Analysis of leavers

Department	All employees	Male employees	%	Female employees	%
Chief Executive's	67	13	0.89	54	3.69
Corporate and Adult Services	174	23	1.57	151	10.31
Resources	47	14	0.96	33	2.25
Environmental Services	115	53	3.62	62	4.23
Regeneration and Community	57	26	1.78	31	2.12
Children and Young People	889	127	8.67	762	52.05
Neighbourhoods	115	63	4.30	52	3.55
Total	1464	319	21.79	1145	78.21

The gender split between male leavers - 21.79% - and female leavers - 78.21% - more or less reflects the gender profile of the current workforce. Males - 22.52% - and females - 77.48%. See paragraph 3.6.

Ethnic Origin profile of Leavers

Ethnic origin	No of females	%	No of males	%	Total	%
Asian or Asian British						
Indian	46	3.14	8	0.55	54	3.69
Pakistani	42	2.87	9	0.61	51	3.48
Bangladeshi	5	0.34	1	0.07	6	0.41
Any Other Asian Background	3	0.20	4	0.27	7	0.48
Black or Black British						
Caribbean	18	1.23	8	0.55	26	1.78
African	7	0.48	6	0.41	13	0.89
Other Black Background	2	0.14	3	0.20	5	0.34
Chinese or other ethnic group						
Chinese	1	0.07	0	0.00	1	0.07
Any Other Ethnic Group	7	0.48	0	0.00	7	0.48
Dual Heritage						
White And Black Caribbean	5	0.34	4	0.27	9	0.61
White And Black African						
White And Asian	3	0.20	3	0.20	6	0.41
Other Dual Heritage Background	5	0.34	3	0.20	8	0.55
White						
British	908	62.02	229	15.64	1137	77.66
Irish	10	0.68	3	0.20	13	0.89
Other	17	1.16	4	0.27	21	1.44
Unknown	61	4.17	33	2.26	94	6.42
Personally Withheld	5	0.34	1	0.07	6	0.41
Grand Total	1145	78.21	319	21.79	1464	100.00

Analysis of DDA status of Leavers

	Non disabled leavers		Disabled leavers		All disabled leavers	DDA status unknown
	Male	Female	Male	Female		
No. of employees	269	1035	16	54	70	90
As a % of leavers with known DDA status	19.58	75.33	1.16	3.93	5.09	

4 Training and Development

This table shows the incidence of employees taking part in a training event, broken down by monitoring groups. Distribution is broadly in line with representation in the workforce as shown in column 3. This is employee training, so the positive action work like job seekers training for people on the minority job seekers register and users of Jet is not shown.

Ethnic origin	1 Number of events	2 %	3 Workforce %
Asian or Asian British			
Indian	468	3.6	
Pakistani	198	1.5	
Bangladeshi	4	0.03	
Any Other Asian Background	57	0.4	
Black or Black British			
Caribbean	394	3	
African	135	1	
Other Black Background	68	0.5	
Chinese or other ethnic group			
Chinese	6	0.04	
Any other ethnic group	38	0.2	
Dual Heritage			
White And Black Caribbean	72	0.5	
White And Black African	4	0.03	
White and Asian	9	0.07	
Other Dual Heritage Background	35	0.2	
White	7	0.05	
British	10,927	85.2	
Irish	104	0.8	
Other	240	1.8	
Withheld	12	0.09	
Not Known	38	0.2	
Grand Total	12,816		

Gender	Events	%	% Employees
Female training places	9761	76.2	
Male training places	3055	23.8	
Grand Total	12,816		

Disability	Events	%	% Employees
Disabled people	948	7.4	
Non Disabled people	11693	91.2	
Information withheld	13	0.1	
Unknown	162	1.3	
Grand Total	12,816		

Equality Statistics for Succession Pools in 2008 and 2009

The Council set up its first Succession Pool in 2008, for middle managers and officers aspiring to be heads of service. We recognised that most equality groups were under-represented at head of service level, and set targets for ethnic minority employees, women and disabled people after carrying out an equality impact assessment. We also wrote an article for the Council employee magazine encouraging people from these groups to apply, repeated this message in the Policy and Procedure, and sent a letter to all senior managers asking them to support this approach. In addition, we sent emails to all members of the Council's three employee networks – Black Employees Support Network, Disability Employees Network and Lesbian, Gay, Bi-sexual and Transgender Employees Network. We were pleased to meet and exceed the targets we had set.

In 2009, we set up a second Head of Service Pool and a first Assistant Directors Pool for people aspiring to be assistant directors. We again encouraged senior managers to support under-represented groups. This time the results were mixed. This was partly due to the success of 2008 and the low numbers of some of the under-represented groups amongst those eligible to apply.

There were no targets set for Sexuality and Religion and Belief as we have only recently started monitoring these groups and do not have accurate records yet.

The five tables on the next three pages show the number of employees selected for the pools, broken down by monitoring groups.

Ethnic origin	1 Head of Service Pool 2008	2 Head of Service Pool 2009	3 Assistant Director Pool 2009	4 Total
Asian or Asian British				

Indian	0	1	0	1
Pakistani	2	0	0	2
Bangladeshi	0	0	0	0
Any Other Asian Background	0	0	0	0
Black or Black British				
Caribbean	2	0	0	2
African	0	0	1	1
Other Black Background	0	0	0	0
Chinese or other ethnic group				
Chinese	0	0	0	0
Any Other Ethnic Group	0	0	0	0
Dual Heritage				
White And Black Caribbean	1	0	0	1
White and Black African	0	0	0	0
White and Asian	0	0	0	0
Other Dual Heritage Background	0	0	0	0
	Actual Target	Actual Target	Actual Target	Actual Target
Sub Total	5 4	1 3.3	1 1	7 8.3
White				
British	24	15	9	48
Irish	1	1	0	2
Other	0	2	0	2
Withheld	0	0	0	0
Any Other Ethnic Group	0	0	0	0
Not Known	0	1	0	1
Grand Total	30	20	10	60

Gender	1 Head of Service Pool 2008	2 Head of Service Pool 2009	3 Assistant Director Pool 2009	4 Total
	Actual Target	Actual Target	Actual Target	Actual Target
Female	16 15	11 11	2 3.5	29 29.5
Male	14	9	8	31
Grand Total	30	20	10	60

Disability	1 Head of Service Pool 2008		2 Head of Service Pool 2009		3 Assistant Director Pool 2009		4 Total	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Disabled People	2	2	0	2	0	1	2	5
Non Disabled People	26		17		9		52	
Information Withheld	2		2		1		5	
Not Known	0		1		0		1	
Grand Total	30		20		10		60	

Sexuality	1 Head of Service Pool 2008		2 Head of Service Pool 2009		3 Assistant Director Pool 2009		4 Total	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Lesbian / Gay	1		1		0		2	
Bi-sexual	0		0		0		0	
Heterosexual	22		16		8		46	
Prefer not to say	7		2		2		11	
Not Known	0		1		0		1	
Grand Total	30		20		10		60	

Religion and Belief	1 Head of Service Pool 2008		2 Head of Service Pool 2009		3 Assistant Director Pool 2009		4 Total	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Christian / Church of England	10		7		4		21	
Catholic	2		0		1		3	
Orthodox	1		0		0		1	
Islam	2		0		0		2	
Prefer not to say	12		8		3		23	
None	2		3		1		6	
Aetheist / Agnostic	1		1		0		2	
Buddhist / Transhumanist	0		0		1		1	
Not Known	0		1		0		1	
Grand Total	30		20		10		60	

5 Disciplinaries and Grievances

Disciplinaries

Total Number of Disciplinary Investigations by Ethnic Origin from April 2009 to March 2010

Ethnic Origin	Total number of Disciplinary Investigations by Ethnic Origin	% of total Disciplinaries	% Ethnic Origin of the Workforce
Asian or Asian British			
Indian	4	4	4.05
Pakistani	1	1	2.43
Bangladeshi			0.09
Any Other Asian Background			0.42
Black or Black British			
Caribbean	5	5	2.15
African	2	2	0.56
Other Black Background	2	2	0.35
Chinese or other ethnic group			
Chinese			0.20
Any Other Ethnic Group	2	2	0.40
Dual Heritage			
			0
White And Black Caribbean	1	1	0.49
White And Black African	1	1	0.09
White And Asian			0.26
Other Dual Heritage Background			0.28
White			
British	77	77	80.78
Irish			0.74
Other	5	5	2.56
Not Known			3.79
Personally Withheld			0.34
Total	100	100	100

Analysis of Disciplinary Investigations by Ethnic Origin and the Proposed Action

Ethnic Origin	Proposed Action 2009/ 2010								Total Number of Disciplinary Investigations	Proposed Action 2008/09				Total Number of Disciplinary Investigations
	Proceeded to Disciplinary Hearing						Investigations Ongoing			Proceeded to Disciplinary Hearing				
	Yes	%	No	%	No - Other Informal Action Taken	%				Yes	%	No	%	
Indian	2	3.4	1	4.2	1	1.0			4	3	4.5	1	4.2	4
Pakistani							1	11.1	1	3	4.5	1	4.2	4
Caribbean	3	5.1	1	4.2			1	11.1	5	2	3.0	1	4.2	3
African	2	3.4							2	1	1.5			1
Other Black Background	1	1.7	1	4.2					2	3	4.5			3
Any Other Ethnic Group	1	1.7			1	1.0			2					
White And Black Caribbean							1	11.1	1	2	3.0	2	8.3	4
White and Black African	1	1.7							1					
White And Asian										1	1.5			1
White British	46	78.0	21	87.5	4	4.0	6	66.7	77	50	74.6	19	79.2	69
White Other	3	5.1			2	2.0			5					
Personally Withheld										2	3.0			2
Total	59	100	24	100%	8	100%	9	100%	100	67	100	24	100	91

Analysis of Dismissals by Ethnic Origin 2009-2010

Ethnic Origin	2009/2010		2008/2009	
	Total Number of Dismissals by Ethnic Origin	% of Total Dismissals	Total Number of Dismissals by Ethnic Origin	% of Total Dismissals
African	2	12.5	1	7.1
Indian			1	7.1
Pakistani			1	7.1
Caribbean	1	6.3		0.0
White British	13	81.3	10	71.4
White and Asian			1	7.1
Total	16	100.0	14	100%

Total Number of Disciplinary Investigations by DDA Status from April 2009 to March 2010

DDA Status	Total number of Disciplinary Investigations by DDA Status	% of total Disciplinary	% known DDA Status of the Workforce
Non Disabled	82	82	92%
Disabled	15	15	5.14%
Z2	3	3	
Total	100	100	100%

Total Number of Disciplinary Investigations by Gender from April 2009 to March 2010

Gender	Total number of Disciplinary Investigations by Gender	% of total Disciplinary	% Gender Status of the Workforce
Female	32	32	77.48%
Male	68	68	22.52%
Total	100	100	100%

Grievances

These grievance records are not truly accurate at the moment as we need to collect some more figures to give a complete picture – this will be done within the next couple of months.

Total Number of Grievances by Ethnic Origin from April 2009 to March 2010

Ethnic Origin	Total number of Grievances by Ethnic Origin	% of total Grievance	% Ethnic Origin of the Workforce
Asian or Asian British			
Indian			4.05
Pakistani	1	2.9	2.43
Bangladeshi			0.09
Any Other Asian Background			0.42
Black or Black British			
Caribbean	3	8.8	2.15
African			0.56
Other Black Background	1	2.9	0.35
Chinese or other ethnic group			
Chinese			0.20
Any Other Ethnic Group			0.40
Dual Heritage			
White And Black Caribbean			0.49
White And Black African	1	2.9	0.09
White And Asian			0.26
Other Dual Heritage Background	1	2.9	0.28
White			
British	26	76.5	80.78
Irish			0.74
Other			2.56
Not Known			3.79
Personally Withheld	1	2.9	0.34
Total	34	100	100

Total Number of Grievances by DDA Status from April 2009 to March 2010

DDA Status	Total number of grievances by DDA Status	% of total Grievances	% known DDA Status of the Workforce
Non Disabled	20	59	92%
Disabled	13	38	5.14%
Z1	1	3	
Total	34	100	

Total Number of Grievances by Gender from April 2009 to March 2010

Gender	Total number of Grievances by Gender	% of total grievances	% Gender Status of the Workforce
Female	16	47	77.48%
Male	18	53	22.52%
Total	34	100	100%

Grounds for Grievances 2009/2010

Grounds	Total number of Grievances	% of total grievances
Disability	1	3
Ethnicity	1	3
Other	32	94
Total	34	100

Information on Bullying, Harassment and Discrimination 2009/2010

Charge	Outcome						Total
	Investigation Stage	Withdrawn	Resolved Informally	Resolved at Hearing	Not upheld	Partially Upheld	
Bullying and Harassment		2	3	1	4		10
Discrimination				1		1	2
Total		2	3	2	4	1	12

6 Monitoring and moving forward

We usually have a Moving Forward section, but following all the re-organisation of Directorates this has been difficult to produce for this year, but will be included in the next statistics. All Directorates will be examining these latest figures through their Departmental Management Teams and identifying some equality employment objective, where they are needed, to complement our People Strategy.