



DERBY CITY COUNCIL

ITEM 14

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 | | | | | | | |
| 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 | | | | | | | |
| Female | 6408 | 61.2 | 1137 | 61.0 | 337 | 69.9 | 5.2 |
| Male | | | | | | | |
| 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 | | | | | | | |
| 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 | | | | | | | |
| 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 | | | | | | | |
| 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 | | | | | | | |
| 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 | | | | | | | |
| 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 | |
| Atheist / 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.