



MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 12 JANUARY 2006

Report of the Deputy Chief Executive

Workforce Statistics – October 2005

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.
- 1.3 These statistics will be published on the Council's website and a summary will be placed in Council Life and the MECAC newsletter.

SUPPORTING INFORMATION

- 2.1 This report covers employees in post at 1 October 2005. Data is taken from the Vision HR/Payroll system, which stores information about all Council employees.
- 2.2 The statistics relate to the Quarter 2, 2005/06 Best Value Performance Indicators and includes additional analysis.
 - BVPI 17a – percentage of employees from minority ethnic communities
 - BVPI 11b – percentage of top 5% of earners from minority ethnic communities - employees with a salary equal to or greater than SCP 41 £31,557 a year
 - BVPI 11c – percentage of disabled people who are top 5% of earners - employees with a salary equal to or greater than SCP 41 £31,557 a year
 - BVPI 16a – percentage of all employees who have a disability
 - age and gender profile.
- 2.3 The report excludes:
 - Derby Homes employees
 - agency staff - temps
 - trainees based at Learning to Work.

Ethnicity profile – BVPI 17a

- 2.4 This table shows the percentage of minority ethnic employees working for the Council compared to white employees broken down into gender.

	White employees		Minority ethnic employees		Ethnicity not known	
	Male	Female	Male	Female	Male	Female
No of employees	2,766	9,630	346	1121	325	1437
As a % of all employees	17.7%	61.6%	2.2%	7.2%	2.0%	9.2%
As a % of employees with known ethnicity	19.9%	69.5%	2.5%	8.0%	2.3%	10.4%

- 2.5 This table is an analysis of employee ethnicity and gender broken down into the 2001 Census categories.

Ethnic description	No of Females	%	No of Males	%	Total	%
WHITE - BRITISH	9,386	60.07%	2,695	17.25%	12,081	77.32%
WHITE - IRISH	104	0.67%	30	0.19%	134	0.86%
WHITE - OTHER	140	0.90%	41	0.26%	181	1.16%
WHITE AND BLACK CARIBBEAN	39	0.25%	14	0.09%	53	0.34%
WHITE AND BLACK AFRICAN	7	0.04%	1	0.01%	8	0.05%
WHITE AND ASIAN	14	0.09%	9	0.06%	23	0.15%
OTHER DUAL HERITAGE BACKGROUND	20	0.13%	13	0.08%	33	0.21%
INDIAN	476	3.05%	86	0.55%	562	3.60%
PAKISTANI	197	1.26%	62	0.40%	259	1.66%
BANGLADESHI	4	0.03%	3	0.02%	7	0.04%
ANY OTHER ASIAN BACKGROUND	20	0.13%	6	0.04%	26	0.17%
CARIBBEAN	242	1.55%	105	0.67%	347	2.22%
AFRICAN	30	0.19%	11	0.07%	41	0.26%
OTHER BLACK BACKGROUND	18	0.12%	21	0.13%	39	0.25%
CHINESE	26	0.17%	2	0.01%	28	0.18%
ANY OTHER ETHNIC GROUP	28	0.18%	13	0.08%	41	0.26%
NOT KNOWN	1,404	8.99%	311	1.99%	1,715	10.98%
PERSONALLY WITHHELD	33	0.21%	14	0.09%	47	0.30%
Grand Total	12,188	78%	3,437	22%	15,625	100%

- 2.6 89% of all employees have provided details of their ethnicity. This is an improvement on 2004 where 84.7% provided these details.
- 2.7 10.3% of those employees who have provided details of their ethnicity are from minority ethnic communities compared to 9.1% in 2004.
- 2.8 11.1% of male employees are from minority ethnic communities compared with 10.4% of female employees. Again this is an increase on 2004, when the figures were 10.6% and 9.8% respectively.
- 2.9 As a result of increased focus on the recording processes we are now capturing the ethnicity details of more employees.

- 2.10 Although the figures show an improvement on October 2004 they still do not reflect the percentage of economically active minority ethnic people in Derby which is 12.09% as reported in the 2001 Census survey. Positive action work will continue to make further improvements in 2006.

Ethnicity profile of top 5% earners – BVPI 11b

- 2.11 This table shows the top 5% earners in terms of ethnicity and gender – these are employees with a FTE salary greater than or equal to SCP 41 - £31,557 a year.

	White employees		Minority ethnic employees		Ethnicity not known	
	Male	Female	Male	Female	Male	Female
No of employees	206	190	14	15	2	0
As a % of all employees	48.2%	44.5%	3.3%	3.5%	0.5%	-

- 2.12 This table analyses the top 5% earners further by breaking the information down into the 2001 Census categories.

Ethnic description	No of Females	%	No of Males	%	Total	%
WHITE – BRITISH	185	43.33%	200	46.84%	385	90.16%
WHITE – IRISH	3	0.70%	2	0.47%	5	1.17%
WHITE – OTHER	2	0.47%	4	0.94%	6	1.41%
WHITE AND BLACK CARIBBEAN	1	0.23%	0		1	0.23%
INDIAN	5	1.17%	4	0.94%	9	2.11%
PAKISTANI		0.00%	4	0.94%	4	0.94%
CARIBBEAN	7	1.64%	3	0.70%	10	2.34%
AFRICAN	0		1	0.23%	1	0.23%
CHINESE	1	0.23%		0.00%	1	0.23%
ANY OTHER ETHNIC GROUP	1	0.23%	2	0.47%	3	0.70%
NOT KNOWN	0		2	0.47%	2	0.47%
Grand Total	205	48.01%	222	51.99%	427	100%

- 2.13 48% of the top 5% earners are female which is an increase from 46.6% in 2004.
- 2.14 The number of top earners who are female is not however representative of the workforce as a whole, where the percentage of females is 78%.
- 2.15 3.5% of the female top 5% earners are from minority ethnic communities which is a significant increase from 1.8% in 2004.
- 2.16 6.8% of the top 5% earners are from minority ethnic communities, again an increase from 2004 when this figure was 4.9%.

Analysis of DDA status of top 5% earners – BVPI 11c

2.17 This table shows the top 5% earners and their DDA status.

DDA status	No of Females	%	No of Males	%	Total	%
Non Disabled	196	45.9%	219	51.3%	415	97.2%
Disabled	9	2.1%	3	0.7%	12	2.8%
Unknown	0		0		0	
Grand Total	205	48%	222	52%	427	100%

2.18 This is a new performance indicator for 2005/6 therefore there are no historical figures to compare with.

2.19 2.8% of the top 5% earners have declared themselves as disabled and the number of disabled people in this category is relatively high compared to the workforce as a whole where the percentage of disabled people is 2.4%.

Disability profile – BVPI 16a

2.20 This table gives information about disabled employees.

	Non Disabled employees		Disabled employees		All disabled employees	DDA Status not known
	Male	Female	Male	Female		
No of employees	3,279	11,885	135	242	377	84
As a % of all employees	21.0%	76.1%	0.9%	1.5%	2.4%	
As a % of employees with known DDA status	21.1%	76.5%	0.8%	1.6%	2.4%	

2.21 This table further analyses disabled employees in terms of gender and ethnicity.

Ethnic Description	No of Females	%	No of Males	%	Total	%
WHITE - BRITISH	187	49.6%	114	30.2%	301	79.8%
WHITE - IRISH	2	0.5%	2	0.5%	4	1.1%
WHITE - OTHER	2	0.5%	2	0.5%	4	1.1%
WHITE AND BLACK CARIBBEAN	4	1.1%	0		4	1.1%
WHITE AND BLACK AFRICAN	1	0.3%	0		1	0.3%
OTHER DUAL HERITAGE BACKGROUND	1	0.3%	0		1	0.3%
INDIAN	19	5.0%	3	0.8%	22	5.8%
PAKISTANI	3	0.8%	2	0.5%	5	1.3%
ANY OTHER ASIAN BACKGROUND	2	0.5%	0		2	0.5%
CARIBBEAN	4	1.1%	6	1.6%	10	2.7%
AFRICAN	0		1	0.3%	1	0.3%
OTHER BLACK BACKGROUND	1	0.3%	1	0.3%	2	0.5%
ANY OTHER ETHNIC GROUP	1	0.3%	1	0.3%	2	0.5%
NOT KNOWN	15	4.0%	3	0.8%	18	4.8%
Grand Total	242	64.2%	135	35.8%	377	100%

- 2.22 99.5% of all employees have provided details of their DDA status, this is an excellent increase from the 77.3% in 2004.
- 2.23 2.4% of the workforce declared themselves as disabled compared to 2.9% in 2004.

Age and Gender Profile

- 2.24 This table shows the age profile of the workforce broken down by gender.

Age Group	No of Females	%	No of Males	%	Total	%
Under 20	112	0.7%	98	0.6%	210	1.3%
20-24	740	4.7%	365	2.3%	1105	7.1%
25-29	952	6.1%	286	1.8%	1238	7.9%
30-34	1201	7.7%	354	2.3%	1555	10.0%
35-39	1972	12.6%	410	2.6%	2382	15.2%
40-44	2039	13.0%	465	3.0%	2504	16.0%
45-49	1797	11.5%	443	2.8%	2240	14.3%
50-54	1508	9.7%	396	2.5%	1904	12.2%
55-59	1303	8.3%	366	2.3%	1669	10.7%
60-64	446	2.9%	197	1.3%	643	4.1%
65 and over	118	0.8%	57	0.4%	175	1.1%
Grand Total	12,188	78%	3,437	22%	15,625	100%

- 2.25 78% of the workforce are female which remains consistent with 2004 at 78.2%.
- 2.26 The youngest employee is aged 16 and the oldest is 79 compared with 16 and 78 in 2004.
- 2.27 The average – median – age of the workforce is 42, the same as last year.
- 2.28 30 to 49 year olds represent 56% of the workforce, the same as 2004.
- 2.29 28% of the workforce is aged 50 or above, the same as 2004.
- 2.30 There is no significant change in the ethnicity/age profile from Oct 2004.
- 2.31 Employees reaching age 65 can request to continue working for the Council. We will introduce a policy on the new Age Discrimination Legislation in 2006.
- 2.32 We attend careers events such as the Derbyshire Skills Festival to stimulate interest amongst young people in working for the Council.

Leavers

- 2.33 The information about leavers broken down into ethnic categories is currently not available as a report from the personnel information system. It will be made available to the committee at a future date.

Training

- 2.34 Some departments are already monitoring training activity and the Employee Development Team will be in a position to provide details in a report to MECAC next year.

Promotions

- 2.35 We are currently unable to provide information about promotions within the Council. The provision of these statistics will be considered with the Vision team for future reports.

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Background papers:	None.
List of appendices:	Appendix 1 - Implications

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 directly to:
 - valuing our employees in delivering services
 - being open, transparent and honest in everything we do.