

PERTH AND KINROSS COUNCIL

Strategic Policy and Resources Committee – 17 April 2013

STATUTORY EQUALITY EMPLOYMENT MONITORING STATISTICS

Report by Head of Human Resources

ABSTRACT

This report provides corporate level employment equalities data for the six month period to 30 September 2012 and an update since the last report dated 24 July 2012.

1 RECOMMENDATIONS

- 1.1 It is recommended that the Strategic Policy and Resources Committee;
- Notes that the employment equality related data in Appendix 1 has been published on www.pkc.gov.uk.
 - Notes the employment equality related data for the six month period to 30 September 2012 and the five year trend in Appendix 2.
 - Approves the proposed plan to extend the current monitoring and reporting arrangements in Appendix 3.

2 UPDATE SINCE PREVIOUS REPORT

- 2.1 Overall there has been little change in the six month period from 1 April 2012 to 30 September 2012. The key points are as below;

2.2 Age

- 2.2.1 Perth & Kinross Council employs 185 people under the age of 24 or 3.2% of the total number employed in the workforce. 16 – 24 year olds account for 17.8% of the working age population.
- 2.2.2 Regular reports will be provided to update on the recruitment of Modern Apprentices and their success in securing employment with both the Council and third party organisations.
- 2.2.3 We are currently in discussions with representatives of the voluntary sector and private businesses to promote Modern Apprentice programmes. Quarterly meetings will be held to review progress in securing employment for Modern Apprentices.

- 2.2.4 The total number of employees age 40 and over is 4025 (70.4% of the workforce). Of that number there has been an increase in the number of employees age 65 and over from 72 (1.3%) to 90 (1.6%) following the removal of the default retirement age. This will continue to be monitored to identify any emerging trend and consider whether there is a case for the Council to introduce an Employer-justified retirement age.

2.3 Gender

- 2.3.1 Occupational segregation continues to be an issue and is likely to take several years or longer to create a better representation by gender in jobs traditionally carried out by women (or men) at all levels in the Council.
- 2.3.2 However, as reported to the Strategic Policy and Resources Committee on 19 September 2012 (report no. 12/398) a number of steps have been taken to try to encourage potential applicants to consider a more diverse range of jobs, including those typically carried out by the opposite gender.
- 2.3.3 Ongoing monitoring of the impact of these steps is taking place and at the time of preparing this report it is too early to draw any conclusions. An analysis will be included in the next Statutory Equality Employment Monitoring Statistics Report to the Strategic Policy and Resources Committee.

2.4 Employment Equality Monitoring and Development Plan

- 2.4.1 It is planned to extend the current monitoring in accordance with the availability of information which can be obtained from the National Recruitment Portal and Resourcelink.
- 2.4.2 This would be a combination of initial benchmarking to assess future monitoring and disclosure rates for protected characteristics not currently monitored and reported on.
- 2.4.3 The proposed plan is in Appendix 3.

3 RESOURCE IMPLICATIONS

- 3.1 There are no resource implications arising from this report.

4 CONSULTATION

- 4.1 The Employment Services Team were consulted in the preparation of this report.
- 4.2 The Corporate Organisational Development Manager has been consulted in the preparation of this report.

5 COUNCIL CORPORATE PLAN OBJECTIVES 2013-2018

- 5.1 The actions contained within the report will ensure that the Council is promoting a prosperous, inclusive and sustainable economy.

6 EQUALITIES ASSESSMENT

- 6.1 This report was considered under the Corporate Equality Assessment Framework and assessed in relation to the race, gender and disability and other relevant protected characteristics. The determination was made that the items summarised in this report are expected to support and advance equality.

7 STRATEGIC ENVIRONMENTAL ASSESSMENT

- 7.1 Strategic Environmental Assessment (SEA) is a legal requirement under the Environmental Assessment (Scotland) Act 2005 that applies to all plans, programmes and strategies, including policies (PPS).
- 7.2 The plan, programme or strategy presented in this report was considered under the Environmental Assessment (Scotland) Act 2005 and the determination was made that the items summarised in this report do not require further action as they do not qualify as a plan, programme or strategy as defined by the Act.

8 CONCLUSION

- 8.1 The ongoing development and prioritisation of employment monitoring and reporting arrangements will ensure compliance with the new regulations and continuous improvement.

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25 February 2013

Race, Gender, Age and Disability Employment Monitoring Statistics for the Twelve Month Period 1 April 2012 – 30 September 2012

1 Workforce Profile as at 30 September 2012

Workforce Profile	Number	Percentage	Population Statistics for Perth & Kinross as a %
Male Employees	1,661	29%	48.3%
Female Employees	4,057	71%	51.7%
All Employees	5,718	100%	
<i>Included in the above numbers:</i>			
Minority Ethnic Employees	50	0.9%	0.97%
Disabled Employees	44	0.8%	
Age-Under 20	54	0.9%	Age – Under 16 19%
Age 20-29	546	9.6%	Age 16 – 24 9%
Age 30-39	1,093	19.1%	Age 25 – 49 34%
Age 40-49	1,796	31.4%	
Age 50-59	1,759	30.8%	Age 50 – 64 19.5%
Age 60-64	380	6.6%	
Age 65+	90	1.6%	Age 65 + 18.5%

As disclosure of equality data is voluntary by employees and job applicants the totals for the protected equality groups may not add up to the overall totals in the following tables. This also affects the reliability of the data.

2 Recruitment Applications

Applications	Number	Percentage
Total Number of Applicants	4,094	100%
Male Applicants	1,658	40.5%
Female Applicants	2,380	58.1%
Gender Not Disclosed	56	1.4%
Minority Ethnic Applicants	290	7.1%
Disabled Applicants	180	4.4%
Age-Under Age 20	370	9.0%
Age 20-29	1,342	32.8%
Age 30-39	786	19.2%
Age 40-49	893	21.8%
Age 50-59	569	13.9%
Age 60+	68	1.7%
Age-Not Disclosed	66	1.6%

As the Council uses local and national media to attract applicants, data has therefore been compared with minority ethnic population figures for Perth and Kinross and nationally in Scotland in the 2001 Census.

Geographic Area	Minority Ethnic Population
Perth and Kinross	0.97%
Scotland	2.01%

3 Recruitment Appointments

Selections	Number	Percentage
Total Number of Appointments	408	100%
Male Appointments	137	33.6%
Female Appointments	267	65.4%
Gender Not Disclosed	4	1%
Minority Ethnic Appointments	11	2.7%
Disabled Appointments	16	3.9%
Age-Under Age 20	35	8.6%
Age 20-29	113	27.7%
Age 30-39	74	18.1%
Age 40-49	118	28.9%
Age 50-59	58	14.2%
Age 60+	7	1.7%
Age-Not Disclosed	3	0.7%

4 Internal Promotions

Protected Equality Group	Internal Promotion Applicants	%	Internal Promotion Appointments	%
Ethnicity				
White Irish/NI/Any British/UK	380	97.4%	91	98.9%
Minority Ethnic	9	2.3%	1	1.1%
Not Disclosed	1	0.3%	0	0%
Total	390		92	100%
Gender				
Male	159	40.8%	34	37%
Female	230	59.0%	58	63%
Not Disclosed	1	0.2%	0	0%
Total	390	100%	92	100%
Disabled				
Disabled	18	4.6%	3	3.3%
Age				
Age-Under Age 20	23	5.9%	3	3.3%
Age 20-29	75	19.2%	20	21.7%
Age 30-39	108	27.7%	28	30.4%
Age 40-49	113	29.0%	31	33.7%
Age 50-59	66	16.9%	9	9.8%
Age 60+	3	0.8%	1	1.1%
Age-Not Disclosed	2	0.5%	0	0%
Total	390	100%	92	100%

5 Employee Relations – Discipline

Category	Number of Cases	% of equality workforce profile	% of discipline cases
Male	24	0.42%	66.7%
Female	12	0.21%	33.3%
Total	36	0.63%	
Ethnic Minority	0	0%	0%
Disabled	1	0.02%	2.8%
Age – Under 20	0	0%	0%
Age 20-29	2	0.03%	5.6%
Age 30-39	5	0.09%	13.9%
Age 40-49	14	0.24%	38.9%
Age 50-59	11	0.19%	30.6%
Age 60-64	3	0.05%	8.3%
Age 65+	1	0.02%	2.8%

6 Employee Relations - Grievance and Dignity at Work

Category	Number of Cases	% of equality workforce profile	% of discipline cases
Male	2	0.03%	50%
Female	2	0.03%	50%
Total	4	0.07%	100%
Ethnic Minority	0	0%	0%
Disabled	0	0%	0%
Age – Under 20	0	0%	0%
Age 20-29	0	0%	0%
Age 30-39	2	0.03%	50%
Age 40-49	0	0%	0%
Age 50-59	2	0.03%	50%
Age 60-64	0	0%	0%
Age 65+	0	0%	0%

7 Exits from the Council

Measure is number of permanent contracts ended.

Exits	Number	Percentage	Workforce Profile %
Total Number of Leavers	193	100%	3.4%
Male Leavers	52	26.9%	0.9%
Female Leavers	141	73.1%	2.5%
Included in the above numbers:			
Minority Ethnic Leavers	0	0%	0%
Disability	1	0.5%	0.02%
Age – Under 20	0	0%	0%
Age 20-29	16	8.3%	0.3%
Age 30-39	21	10.9%	0.4%
Age 40-49	34	17.6%	0.6%
Age 50-59	53	27.5%	0.9%
Age 60-64	54	28.0%	0.9%
Age 65+	15	7.8%	0.3%

Perth & Kinross Council is in the process of rolling out an on-line system which allows employees to self classify their personal equality information.

Key

- Not on Target
- On Target
- Not available
- ▲ Performance is improving compared to previous years and workforce profile %
- ➡ Performance is steady compared to previous years and workforce profile %
- ▼ Performance is declining compared to previous years and workforce profile %
- Not applicable

WORKFORCE PROFILE

Table 1 – Current Employees

	01 April 07 – 31 March 08		01 April 08 – 31 March 09		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	5,920	-	5,965	-	6,026	-	5,844	-	5,708	-	—	5,718	-
Males	1,700	28.7%	1,727	29%	1,756	29.1%	1,694	29.0%	1,635	28.6%	➡	1,661	29.1 %
Females	4,220	71.3%	4,238	71%	4,270	70.9%	4,150	71.0%	4,073	71.4%	➡	4,057	71.0 %
Minority Ethnic ²	43	0.7%	43	0.7%	47	0.8%	38	0.65%	38	0.7%	➡	50	0.9 %
Disabled	37	0.6%	36	0.6%	39	0.6%	38	0.65%	34	0.6%	➡	44	0.8 %
Age – Under 20	-	-	-	-	-	-	-	-	30	0.5%	■	54	0.9 %
Age 20-29	-	-	-	-	-	-	-	-	565	9.9%	■	546	9.6 %
Age 30-39	-	-	-	-	-	-	-	-	1,101	19.3%	■	1,093	19.1 %
Age 40-49	-	-	-	-	-	-	-	-	1,808	31.7%	■	1,796	31.4 %
Age 50-59	-	-	-	-	-	-	-	-	1,748	30.6%	■	1,759	30.8 %
Age 60-64	-	-	-	-	-	-	-	-	384	6.7%	■	380	6.6 %
Age 65+	-	-	-	-	-	-	-	-	72	1.3%	■	90	1.6 %

¹ Disclosure of equality data is voluntary. The totals for the protected equality groups may not add up to the overall totals in each table.

² Definitions of ethnic groups changed in 2011 Census. Minority Ethnic now includes all categories except White Scottish, White English, White Northern Irish, White Welsh or White Other British

WORKFORCE PROFILE													
Table 2 – Exits Measure is number of permanent contracts ended													
	01 April 07 – 31 March 08		01 April 08 – 31 March 09		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	168	-	279	-	334	-	455	-	400	-	—	193	-
Males	67	39.9%	109	39.1%	106	31.7%	149	32.7%	134	33.5%	↑	52	26.9 %
Females	101	60.1%	170	60.9%	228	68.3%	306	67.3%	266	66.5%	↑	141	73.1 %
Minority Ethnic	2	1.2%	4	1.4%	2	0.6%	6	1.3%	0	0%	↑	0	0%
Disabled	1	0.6%	1	0.4%	1	0.3%	7	1.5%	3	0.7%	→	1	0.5 %
Age – Under 20	-	-	-	-	-	-	-	-	1	0.2%	●	0	0 %
Age 20-29	-	-	-	-	-	-	-	-	24	6%	●	16	8.3 %
Age 30-39	-	-	-	-	-	-	-	-	41	10.3%	●	21	10.9 %
Age 40-49	-	-	-	-	-	-	-	-	59	14.7%	●	34	17.6 %
Age 50-59	-	-	-	-	-	-	-	-	116	29%	●	53	27.5%
Age 60-64	-	-	-	-	-	-	-	-	116	29%	●	54	28.0%
Age 65+	-	-	-	-	-	-	-	-	43	10.8%	●	15	7.8 %

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RECRUITMENT ACTIVITY

Table 3 – All Applications

Measure includes applications for fixed term posts

	01 April 07 – 31 March 08		01 April 08 - 31 March 09		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	11,792	-	6,236	-	13,139	-	6,409	-	7,403	-	—	4,094	-
Males	3,977	36.3%	2,094	35.8%	3,971	32.4%	2,169	33.8%	3,014	40.7%	↑	1,658	40.5 %
Females	6,971	63.7%	3,760	64.2%	8,274	67.6%	4,196	65.5%	4,348	58.7%	↑	2,380	58.1 %
Gender Not Disclosed	844	7.2%	382	6.1%	894	6.8%	44	0.7%	41	0.6%	↑	56	1.4 %
Minority Ethnic ²	360	3.1%	169	4.3%	334	2.5%	138	2.2%	261	3.5%	↑	290	7.1%
Ethnicity Not Disclosed	-	-	-	-	-	-	66	1%	136	1.8%	→	97	2.4 %
Disabled	238	2%	117	1.8%	265	2%	145	2.3%	275	3.7%	↑	180	4.4 %
Age – Under 20	-	-	-	-	-	-	-	-	582	7.9%	●	370	9.0%
Age 20-29	-	-	-	-	-	-	-	-	2,550	34.4%	●	1,342	32.8%
Age 30-39	-	-	-	-	-	-	-	-	1,581	21.4%	●	786	19.2%
Age 40-49	-	-	-	-	-	-	-	-	1,698	22.9%	●	893	21.8%
Age 50-59	-	-	-	-	-	-	-	-	764	10.3%	●	569	13.9%
Age 60+	-	-	-	-	-	-	-	-	63	0.9%	●	68	1.7%
Age Not Disclosed	-	-	-	-	-	-	-	-	165	2.2%	●	66	1.6%

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Applications exclude probationer teachers allocated to the Council in August 2012.

RECRUITMENT ACTIVITY													
Table 4 – All Selection Appointments													
	01 April 07 – 31 March 08		01 April 08 – 31 March 09		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	548	-	546	-	708	-	639	-	593	-	—	408	-
Males	152	31.5%	142	27.3%	156	22.4%	167	26.1%	174	29.3%	↑	137	33.6%
Females	330	68.5%	378	72.7%	541	77.6%	471	73.7%	413	69.6%	↑	267	65.4%
Gender Not Disclosed	66	12%	26	4.8%	11	1.6%	1	0.2%	6	1.0%	↑	4	1%
Minority Ethnic ²	8	1.5%	11	2%	10	1.4%	8	1.3%	12	2.0%	↑	11	2.7%
Ethnicity Not Disclosed	-	-	-	-	-	-	5	0.8%	13	2.2%	↓	9	2.2%
Disabled	6	1.1%	6	1.1%	6	0.8%	19	3.0%	15	2.5%	↑	16	3.9%
Age – Under 20	-	-	-	-	-	-	-	-	56	9.4%	●	35	8.6%
Age 20-29	-	-	-	-	-	-	-	-	228	38.4%	●	113	27.7%
Age 30-39	-	-	-	-	-	-	-	-	128	21.6%	●	74	18.1%
Age 40-49	-	-	-	-	-	-	-	-	120	20.2%	●	118	28.9%
Age 50-59	-	-	-	-	-	-	-	-	42	7.1%	●	58	14.2%
Age 60+	-	-	-	-	-	-	-	-	7	1.2%	●	7	1.7%
Age Not Disclosed	-	-	-	-	-	-	-	-	12	2.0%	●	3	0.7%

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RECRUITMENT ACTIVITY													
Table 5 – Internal Promotions – Applications													
	01 April 07 – 31 March 08		01 April 08 – 31 March 09 ³		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	468	-	1,423	-	2,409	-	1,937	-	676	-	—	390	-
Males	128	27.8%	537	38.3%	791	33.2%	432	22.3%	237	35.1%	↑	159	40.8%
Females	333	72.2%	864	61.7%	592	66.8%	1,504	77.6%	438	64.8%	↑	230	59.0%
Gender Not Disclosed	7	1.5%	22	1.5%	18	0.7%	1	0.1%	1	0.1%	↑	1	0.2%
Minority Ethnic ²	8	1.7%	32	2.2%	71	2.9%	16	0.8%	7	1.0%	→	9	2.3%
Ethnicity Not Disclosed	-	-	-	-	-	-	-	-	7	1.0%	●	1	0.3%
Disabled	5	1.1%	26	1.8%	53	2.2%	25	1.3%	23	3.4%	↑	18	4.6%
Age – Under 20	-	-	-	-	-	-	-	-	50	7.4%	●	23	5.9%
Age 20-29	-	-	-	-	-	-	-	-	143	21.1%	●	75	19.2%
Age 30-39	-	-	-	-	-	-	-	-	135	20.0%	●	108	27.7%
Age 40-49	-	-	-	-	-	-	-	-	237	35.1%	●	113	29.0%
Age 50-59	-	-	-	-	-	-	-	-	98	14.5%	●	66	16.9%
Age 60+	-	-	-	-	-	-	-	-	6	0.9%	●	3	0.8%
Age Not Disclosed	-	-	-	-	-	-	-	-	7	1.0%	●	2	0.5%

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³ Data for year only available from August 2008, i.e. following implementation of the national recruitment portal

RECRUITMENT ACTIVITY												
Table 6 – Internal Promotions – Shortlisted												
	01 April 07 – 31 March 08		01 April 08 - 31 March 09 ³		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12 ⁴		5 Year Trend	01 April 12 – 30 September 12
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		
Totals ¹	197	-	467	-	672	-	177	-	-	-	—	-
Males	50	25.5%	115	25.2%	177	26.6%	45	25.4%	Not available		●	Not available
Females	146	74.5%	342	74.8%	489	73.4%	132	74.6%	Not available		●	Not available
Gender Not Disclosed	1	0.5%	0	0%	6	0.9%	0	0%	Not available		●	Not available
Minority Ethnic	2	1%	9	1.9%	11	1.6%	0	0%	Not available		●	Not available
Disabled	2	1%	7	1.5%	10	1.5%	5	2.8%	Not available		●	Not available

¹ Disclosure of equality data is voluntary. The totals for the protected equality groups may not add up to the overall totals in each table.

³ Data for year only available from August 2008, i.e. following implementation of the national recruitment portal

⁴ Revised equal opportunities questions and answers introduced and based on advice from EHRC and other bodies. Analysis of short listing for internal promotions is no longer possible

RECRUITMENT ACTIVITY

Table 7 – Internal Promotions – Selection Appointments

	01 April 07 – 31 March 08		01 April 08 – 31 March 09 ³		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	38	-	133	-	186	-	172	-	156	-	—	92	-
Males	7	18.4%	41	31.3%	50	26.9%	43	25%	46	29.5%	↑	34	37%
Females	31	81.6%	90	68.7%	136	73.1%	129	75%	110	70.5%	↑	58	63%
Gender Not Disclosed	0	0%	2	1.5%	0	0%	0	0%	0	0%	→	0	0%
Minority Ethnic ²	0	0%	2	1.5%	0	0%	0	0%	0	0%	→	1	1.1%
Ethnicity Not Disclosed	-	-	-	-	-	-	-	-	0	0%	●	0	0%
Disabled	0	0%	1	0.8%	1	0.5%	5	2.9%	2	1.3%	↑	3	3.3%
Age – Under 20	-	-	-	-	-	-	-	-	2	1.3%	●	3	3.3%
Age 20-29	-	-	-	-	-	-	-	-	27	17.3%	●	20	21.7%
Age 30-39	-	-	-	-	-	-	-	-	37	23.7%	●	28	30.4%
Age 40-49	-	-	-	-	-	-	-	-	60	38.5%	●	31	33.7%
Age 50-59	-	-	-	-	-	-	-	-	22	14.1%	●	9	9.8%
Age 60+	-	-	-	-	-	-	-	-	4	2.5%	●	1	1.1%
Age Not Disclosed	-	-	-	-	-	-	-	-	4	2.5%	●	0	0%

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² Definitions of ethnic groups changed in 2011 Census. Minority Ethnic now includes all categories except White Scottish, White English, White Northern Irish, White Welsh or White Other British

³ Data for year only available from August 2008, i.e. following implementation of the national recruitment portal

EMPLOYEE RELATIONS

Table 8 – Achieving and Maintaining Standards - Discipline

	01 April 07 – 31 March 08		01 April 08 - 31 March 09		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	56	-	65	-	58	-	59	-	71	-		36	-
Males	40	71.4%	37	57%	40	69%	35	59.3%	33	46.5%		24	66.7%
Females	16	28.6%	28	43%	18	31%	24	40.7%	38	53.5%		12	33.3%
Minority Ethnic ²	1	1.8%	1	1.8%	1	1.7%	0	0%	0	0%		0	0
Disabled	1	1.8%	0	0%	0	0%	0	0%	2	2.8%		1	2.8%
Age – Under 20	-	-	-	-	-	-	-	-	1	1.4%		0	0
Age 20-29	-	-	-	-	-	-	-	-	9	12.7%		2	5.6%
Age 30-39	-	-	-	-	-	-	-	-	12	16.9%		5	13.9%
Age 40-49	-	-	-	-	-	-	-	-	22	31%		14	38.9%
Age 50-59	-	-	-	-	-	-	-	-	25	35.2%		11	30.6%
Age 60-64	-	-	-	-	-	-	-	-	1	1.4%		3	8.3%
Age 65+	-	-	-	-	-	-	-	-	1	1.4%		1	2.8%

¹ Disclosure of equality data is voluntary. The totals for the protected equality groups may not add up to the overall totals in each table.

² Definitions of ethnic groups changed in 2011 Census. Minority Ethnic now includes all categories except White Scottish, White English, White Northern Irish, White Welsh or White Other British

EMPLOYEE RELATIONS													
Table 9 – Fairness at Work – Grievance and Dignity at Work													
	01 April 07 – 31 March 08		01 April 08 - 31 March 09		01 April 09 – 31 March 10		01 April 10 – 31 March 11		01 April 11 – 31 March 12		5 Year Trend	01 April 12 – 30 September 12	
	Nos.	%	Nos.	%	Nos.	%	Nos.	%	Nos.	%		Nos.	%
Totals ¹	55	-	79	-	44	-	22	-	10	-		4	-
Males	16	29.1%	37	46.8%	15	34.1%	6	27.3%	4	40%		2	50%
Females	39	70.9%	42	53.2%	29	65.9%	16	72.7%	6	60%		2	50%
Minority Ethnic	0	0.0%	1	1.3%	2	4.5%	1	4.5%	0	0%		0	0
Disabled	1	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0%		0	0
Age – Under 20	-	-	-	-	-	-	-	-	0	0%		0	0
Age 20-29	-	-	-	-	-	-	-	-	0	0%		0	0
Age 30-39	-	-	-	-	-	-	-	-	1	10%		2	50%
Age 40-49	-	-	-	-	-	-	-	-	3	30%		0	0
Age 50-59	-	-	-	-	-	-	-	-	5	50%		2	50%
Age 60-64	-	-	-	-	-	-	-	-	1	10%		0	0
Age 65+	-	-	-	-	-	-	-	-	0	0%		0	0

¹ Disclosure of equality data is voluntary. The totals for the protected equality groups may not add up to the overall totals in each table.

Employment Equality Monitoring Development Plan

Title & Description	Existing Monitoring	Proposed Additional Monitoring	Reason & Purpose	Target Date for Implementation
Workforce Profile – Current Employees	Sex, Race, Age & Disability	Disclosure rates	To assess whether further action is required to improve.	31 March 2013
		Age 16 – 24	To monitor impact of Council's commitment to Modern Apprenticeships and Professional Traineeships.	31 March 2013
		Part Time & Full Time Contract Status	Initial benchmarking for future monitoring to be determined.	31 March 2013
		Return rates from Maternity Leave	Initial benchmarking for future monitoring to be determined.	31 March 2013
		Religion & Belief	To be determined.	Review 2013/14
		Sexual Orientation	To be determined.	Review 2013/14
Workforce Profile – Exits	Sex, Race, Age & Disability	Age 16 – 24	To monitor impact of Council's commitment to Modern Apprenticeships and Professional Traineeships.	31 March 2013
		Part Time & Full Time Contract Status	Initial benchmarking for future monitoring to be determined.	31 March 2013
		Reasons for leaving	Initial benchmarking for future monitoring to be determined.	31 March 2013
		Religion & Belief	To be determined.	Review 2013/14
		Sexual Orientation	To be determined.	Review 2013/14
Recruitment Activity – All Applications	Sex, Race, Age & Disability	Disclosure rates	To assess whether action is required to improve.	31 March 2013
		Age 16 – 24	To monitor impact of Council's commitment to Modern Apprenticeships and Professional Traineeships.	31 March 2013
		Part Time & Full Time Contract Status	Initial benchmarking for future monitoring to be determined.	Investigate with Cosla
		Religion & Belief	Initial monitoring of disclosure rates.	31 March 2013
		Sexual Orientation	Initial monitoring of disclosure rates.	31 March 2013
Recruitment Activity – All Selection Appointments	Sex, Race, Age & Disability	Age 16 – 24	To monitor impact of Council's commitment to Modern Apprenticeships and Professional Traineeships.	31 March 2013
		Part Time & Full Time Contract Status	Initial benchmarking for future monitoring to be determined.	Investigate with Cosla
		Religion & Belief	Initial monitoring of disclosure rates.	31 March 2013
		Sexual Orientation	Initial monitoring of disclosure rates.	31 March 2013
Recruitment Activity – Internal Promotions Applications	Sex, Race, Age & Disability	Age 16 – 24	To monitor impact of Council's commitment to Modern Apprenticeships and Professional Traineeships.	31 March 2013
		Part Time & Full Time Contract Status	Initial benchmarking for future monitoring to be determined.	Investigate with Cosla
		Religion & Belief	To be determined.	Review 2013/14
		Sexual Orientation	To be determined.	Review 2013/14

Recruitment Activity – Internal Promotions Selection Appointments	Sex, Race, Age & Disability	Age 16 – 24	To monitor impact of Council's commitment to Modern Apprenticeships and Professional Traineeships.	31 March 2013
		Part Time & Full Time Contract Status	Initial benchmarking for future monitoring to be determined.	Investigate with Cosla
		Religion & Belief	To be determined.	Review 2013/14
		Sexual Orientation	To be determined.	Review 2013/14
Employee Relations – Achieving & Maintaining Standards – Discipline	Sex, Race, Age & Disability	None Identified		Review 2013/14
Employee Relations - Fairness at Work – Grievance and Dignity at Work	Sex, Race, Age & Disability	None identified		Review 2013/14
Pay & Remuneration	Sex, Race, Age & Disability	Grade structure profiles. Occupational segregation profiles for posts with at least 10 job holders.		Review 2013/14
Training and Development	None from 2011/12			Corporate L & D Forum to review following implementation of a new delivery model 2013/14.
Employee Review & Development	Not currently monitored			Review 2013/14