

Employment Monitoring Information

1. The Percentage Of Employees In Post (Permanent and Fixed Term Employees)

a. By Ethnic Origin

Year	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
White	(95%)	(96%)	(96%)	(96%)	(94%)
Other Ethnic Group	(3%)	(2%)	(2%)	(4%)	(5%)
Undefined*	(2%)	(2%)	(2%)	(0%)	(1%)

* Undefined relates to those employees for whom data has not been collected

b. By Disability

Year	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
Employees with a Disability	(2%)	(1%)	(3%)	(4%)	(3%)

c. By Gender

Year	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
Female	(63%)	(68%)	(66%)	(68%)	(67%)
Male	(37%)	(32%)	(34%)	(32%)	(33%)

NB. Figures based on permanent and fixed term employees at 1st April each year

2. The Number Of Applicants For Employment

a. By Ethnic Origin

Year		2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
Number of Applicants	White	197 (93%)	255 (86%)	163 (86%)	349 (83%)	51 (94%)
	Other ethnic groups	14 (7%)	41 (14%)	27 (14%)	70 (17%)	3 (6%)

b. By Disability

Year	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
No of applicants with a disability	8 (4%)	18 (6%)	8 (4%)	15 (4%)	4 (7%)

c. By Gender

Year		2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
Number of Applicants	Female	101 (48%)	180 (61%)	87 (46%)	218 (52%)	29 (51%)
	Male	110 (52%)	116 (39%)	103 (54%)	201 (48%)	28 (49%)

2.2 Applicants Appointed

a. By Ethnic Origin

Year		2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
Number of shortlisted Applicants appointed	White	12 (100%)	14 (100%)	17 (94%)	17 (81%)	2 (33.3%)
	Other ethnic groups	0 (0%)	0 (0%)	1 (6%)	3 (14%)	2 (33.3%)
	Undefined*	0 (0%)	0 (0%)	0 (0%)	1 (5%)	2 (33.3%)

*Undefined relates to those employees for whom data has not been collected

b. By Disability

Year	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
No of shortlisted Applicants with a disability appointed	0 (0%)	0 (0%)	2 (11%)	0 (0%)	0 (0%)

c. By Gender

Year		2006/2007	2007/2008	2008/2009	2009/2010	2010/2011
Number of shortlisted Applicants appointed	Female	5 (42%)	10 (71%)	8 (44%)	14 (67%)	5 (83%)
	Male	7 (58%)	4 (29%)	10 (56%)	7 (33%)	1 (17%)

3. The Number Of Staff Involved In Grievance Procedures

a. By Ethnic Origin

Number of Grievances					
Ethnic Group	2006/2007	2007/2008	2009/2009	2009/2010	2010/11
White	2	2	2	0	0
Other Ethnic Group	1	0	0	1	0
Undefined	0	0	0	0	0

b. By Disability

Number of Grievances					
	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
Cases involving employees with a disability	0	0	0	0	0

c. By Gender

Number Grievances					
	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
Females	2	0	2	1	0
Males	1	2	0	0	0

4. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

Number of Disciplinary Procedures					
Ethnic Group	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
White	0	6	1	8	2
Other Ethnic Group	0	0	0	0	0
Undefined*	0	0	0	0	0

b. By Disability

Number of Disciplinary Procedures					
	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
Cases of employees with a disability	0	0	0	0	0

c. By Gender

Number of Disciplinary Procedures					
	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
Females	0	3	0	1	0
Males	0	3	1	7	2

5. The Number Of Employees Who Cease To Be Employed By The Authority

a. By Ethnic Origin

Number of Leavers					
Ethnic Group	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
White	34	50	24	18	23
Other Ethnic Group	4	3	1	0	2
Undefined	3	1	0	0	0

b. By Disability

Number of Leavers					
	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
Leavers with a disability	3	0	1	1	4

c. By Gender

Number of Leavers					
	2006/2007	2007/2008	2008/2009	2009/2010	2010/11
Female	12	25	18	6	15
Male	29	29	7	12	10

Note

The Council undertakes ethnic monitoring in accordance with the provisions of the Race Relations (Amendment) Act 2002 and guidelines issued by the Equality and Human Rights Commission. However, data will not be made public where to do so could lead

to the identification of individuals. Currently therefore, throughout this report, monitoring is undertaken by 'white' and 'other ethnic group'.