

## **Monitoring Data for Race Relations Act (Employment Duty) for Period 1 January to 31 December 2009**

This information has been published in accordance with the employment duties set out in Section 5 (2) of the Race Relations Act (Statutory Duties) Order 2001.

The information is provided for summary purposes and will be updated each year. The results will be monitored by the Personnel Payroll and Development Team and through the Council's Equalities Group who will determine actions that need to be taken alongside the commitments and actions already detailed in our Equality and Diversity Plan (currently 2008 to 2011 edition).

This document can be made available in other languages and alternative formats (large print, audio tape, computer disk and Braille) on request.

## Introduction

Our [equality and diversity scheme](#) (225.54 KB) was agreed in January 2009. It pulls together the various strands of equalities and places these together into a single framework. It sets out our approach to diversity on three levels: within the council; in the way we engage with and understand the needs of our communities; and in the way we deliver our services.

We recognise that everyone is different but this doesn't mean that people should be disadvantaged as a result. And we will not discriminate in any way according to peoples' age, disability, ethnicity, gender, religion or belief or sexual orientation.

**This document provides statistical summary of ethnicity monitoring in employment and should be read in conjunction with the Council's Equality and Diversity Scheme which can be found on it's website at [www.wychavon.gov.uk](http://www.wychavon.gov.uk)**

We monitor progress as part of our Signals of Success (SoS) quarterly performance reports including both equality actions as well as performance indicators. We publish an annual equalities update to provide a snapshot of our work over a year and again this is made available on our website.

**Specifically in relation to Employment and training, we are committed to providing fair employment and equal opportunities.** Equality and diversity is an embedded theme within all of our personnel related matters.

Our commitment to fair employment is set out within our recruitment and selection policy. Our equal pay policy is administered through a job evaluation scheme and we have recently completed a workforce profile and an equal pay review. Monitoring takes place as part of our overall recruitment processes. This involves monitoring information and statistics regarding the profile of applicants entering into the recruitment process.

We continue to meet the Equality Standard framework to progress our work on diversity. We are currently at level 2 of the existing but we will continue to review and develop our work against the criteria which includes seeking to ensure equality in employment and pay. It therefore remains a priority for us to address the issues of equality and diversity in the workplace as well as within our communities in general.

**The data in this report is produced by the Personnel, Payroll and Development Team.**

**If you have any queries relating to the data or require further information please contact Kim Stallard, Personnel, Payroll and Development Manager**

## 1) Workforce profile to December 2009

Ethnic Origin	Employees	Disability	Part time		Full time	
			male	female	Male	Female
White British (AWB)	379	13	16	113	105	145
White Irish (AWI)	0	0	0	0	0	0
White Other (AWO)	5	0	0	2	0	3
Caribbean (DBC)	0	0	0	0	0	0
African (DBA)	0	0	0	0	0	0
Black Other (DBO)	1	0	0	0	0	0
White & Black Caribbean (BWBC)	0	0	0	1	0	0
White & Black African (BWBA)	0	0	0	0	0	0
White & Asian (BWA)	0	0	0	0	0	0
Mixed Other (BMO)	0	0	0		0	0
Chinese (ECH)	1	0	0	0	0	1
Indian (CIN)	1	0	0	0	0	1
Pakistani (CP)	1	0	0	0	1	0
Bangladeshi (CB)	0	0	0	0	0	0
Asian Other (CAO)	0	0	0	0	0	0
Other Ethnic Group (EOE)	1	0	0	0	1	0
<b>Total</b>	389	13	16	117	108	154

## 2) Monitoring data : employees leaving the authority over the period

Ethnic Origin	Dismissals (note a)	Retirements (note b)	Resignations (note c)	Others (note d)	Total
White British (AWB)	24	6	20	4	54
White Irish (AWI)	0	0	0	0	0
White Other (AWO)	0	0	2	0	2
Caribbean (DBC)	0	0	0	0	0
African (DBA)	0	0	1	0	1
Black Other (DBO)	0	0	0	0	0
White & Black Caribbean (BWBC)	0	0	0	0	0
White & Black African (BWBA)	0	0	0	0	0
White & Asian (BWA)	0	0	0	0	0
Mixed Other (BMO)	0	0	0	0	0
Chinese (ECH)	0	0	0	0	0
Indian (CIN)	0	0	0	0	0
Pakistani (CP)	0	0	0	0	0
Bangladeshi (CB)	0	0	0	0	0
Asian Other (CAO)	0	0	0	0	0
Other Ethnic Group (EOE)	0	0	0	0	0
<b>Total</b>	24	6	23	4	57

### Note

- a)** Dismissals include capability, discipline, other dismissals and redundancy
- b)** Retirements include early, age and ill-health retirements
- c)** Resignations include voluntary resignations for whatever reason (leaving the area, leaving profession, maternity etc)
- d)** Other includes Transfers of undertaking (TUPE), temporary contracts, etc

### 3) Monitoring data : Casework on Grievances and Disciplinary Action

This analysis shows the number of employees from each ethnic group who have brought grievances, harassment complaints and who have had disciplinary proceedings taken against them.

Ethnic Origin	Discipline	Grievance	Capability	Harrassment	Male	Female	Total
White British (AWB)	1	2	4	1	8	0	8
White Irish (AWI)	0	0	0	0	0	0	0
White Other (AWO)	0	0	0	0	0	0	0
Caribbean (DBC)	0	0	0	0	0	0	0
African (DBA)	0	0	0	0	0	0	0
Black Other (DBO)	0	0	0	0	0	0	0
White & Black Caribbean (BWBC)	0	0	0	0	0	0	0
White & Black African (BWBA)	0	0	0	0	0	0	0
White & Asian (BWA)	0	0	0	0	0	0	0
Mixed Other (BMO)	0	0	0	0	0	0	0
Chinese (ECH)	0	0	0	0	0	0	0
Indian (CIN)	0	0	0	0	0	0	0
Pakistani (CP)	0	0	0	0	0	0	0
Bangladeshi (CB)	0	0	0	0	0	0	0
Asian Other (CAO)	0	0	0	0	0	0	0
Other Ethnic Group (EOE)	0	0	0	0	0	0	0
<b>Total</b>	1	2	4	1	8	0	8

### 4) Monitoring data : Recruitment and Selection

This analysis shows how applicants progressed through our recruitment and selection process.

Ethnic Origin	Applicants			Shortlisted	Interviewed	Offered position	Accepted Appointment	Disabled Applicants
	Total	Male	Female					
White British (AWB)	322	190	132	120	117	32	26	4
White Irish (AWI)	6	6	0	1	1	0	0	0
White Other (AWO)	8	2	6	2	2	0	0	0
Caribbean (DBC)	4	2	2	0	0	0	0	0
African (DBA)	3	3	0	0	0	0	0	0
Black Other (DBO)	0	0	0	0	0	0	0	0
White & Black Caribbean (BWBC)	2	0	2	0	0	0	0	0
White & Black African (BWBA)	0	0	0	0	0	0	0	0
White & Asian (BWA)	2	0	2	0	0	0	0	0
Mixed Other (BMO)	0	0	0	0	0	0	0	0
Chinese (ECH)	0	0	0	0	0	0	0	0
Indian (CIN)	1	1	0	0	0	0	0	0
Pakistani (CP)	7	5	2	1	1	0	0	1
Bangladeshi (CB)	0	0	0	0	0	0	0	0
Asian Other (CAO)	2	0	2	1	1	0	0	0
Other Ethnic Group (EOE)	2	1	1	1	1	1	1	0
<b>Total</b>	359	210	149	126	123	33	27	5