EMPLOYMENT MONITORING REPORT 2009/2010

Walsall Council

Contents

This document has been agreed by the Council's Corporate Equalities Group

Introduction

It is Walsall Council's aspiration to employ a workforce that is representative of the communities we serve. Our commitment to equality and diversity in employment was confirmed in January 2009 by a level three assessment against the Equality Framework for Local Government (EFLG) and accreditation as an 'achieving' local authority.

This annual employment monitoring report provides a statistical overview of the diversity Walsall Council's workforce for the period between 1 April 2009 and 31 March 2010. The report outlines actions for encouraging all different groups of Walsall residents to develop their careers with Walsall council and to progress to senior positions.

A new Equality in the Workplace Group has been established with a specific remit to prepare a new workplace equality policy and to explore the development of appropriate positive action models which will improve representation of BME staff, women and people with disabilities in senior management. Valuable contributions to this report have been made by the employee networks, which have also assisted in identifying proposed actions.

The Race Relations (Amendment) Act 2000, The Disability Discrimination Act 2005 and the Equality Act 2006 place statutory duties on local authorities to promote equality and improve equal opportunities in employment. Under these acts, the council is required to monitor employment data and policies to assess the impact on different groups and is also required to publish the results of this monitoring. The Equality Act 2006 also specifically requires public authorities to start monitoring and publishing statistics on sexual orientation and religious belief from 2009.

Data on age is provided in recognition of the commitments set out in the council's Age Equality Scheme and an analysis of representation by pay grade has also been included. Workforce profiles and recruitment analysis for each directorate has been added to this report for the first time.

All statistics have been extracted from existing personnel and training records. The continuing development of the integrated human resources and payroll information system (Trent) will provide a sound basis for comprehensive reporting and analysis to be undertaken in the future.

1. Legal Duties, Corporate Targets and Local Context

1.1 Specific Legal Duties

This report has been published in the context of council wide equality and diversity strategies. In April 2010, the council published its Single Equality Scheme 2010-2013, in which we outlined our implementation of the duties in relation to disability, gender and race. This scheme will be extended after October 2010 when the new Equality Act 2010 comes into effect. The council also has local targets for age equality and sexual orientation based on information from the previously published 3-year individual schemes.

1.2 Specific Employment Duties

In order to check performance against our equality and diversity pledges in the area of employment, the council is currently monitoring the following issues across the 6 equality characteristics (age, disability, gender, race, sexual orientation and religion):

- Numbers of staff in post
- Applicants for employment, training and promotion
- Staff who receive training
- Staff who are involved in grievance procedures
- Staff who are the subject of disciplinary procedures
- Staff who cease employment

1.3 Corporate Targets for Workforce Representation:

Since 2005/06, the council has been required to publish information on National Best Value Performance Indicators (BVPI) on employment. The targets and outturns are shown in the table below.

BVPI	05/06 Target %	06/07 Target %	07/08 Target %	07/08 Out turn %	08/09 Target %	08/09 Out turn %	09/10 Target %	09/10 Out turn %
11a – percentage of top-paid 5% of Local Authority staff who are women (excl school staff)	39.12	40.15	41.00	38.50	43.00	39.27	45.00	38.62
11b – percentage of top-paid 5% of Local Authority staff from an ethnic minority (excl school staff)	11.10	9.12	11.25	12.21	11.75	8.90	12.25	9.52
11c– percentage of top-paid 5% of Local Authority staff who are disabled (excl school staff)	1.66	5.11	2.25	5.63	2.50	4.71	n/a	4.23
16a – percentage of Local Authority employees with a disability	2.63	2.67	3.00	2.50	3.25	2.62	3.50	2.66
17a – percentage of Local Authority employees from an ethnic minority community	10.05	10.50	10.25	12.69	10.50	13.29	10.75	13.92

As there is no longer a statutory requirement to set these targets, the opportunity has been taken to consult on a new set of targets which will accurately measure the extent to which we have achieved aspirations for our workforce.

1.4 Local Context

This section sets out the population demographics for the borough. This enables meaningful comparisons to take place in terms of the workforce profile against the make up of the borough as a whole.
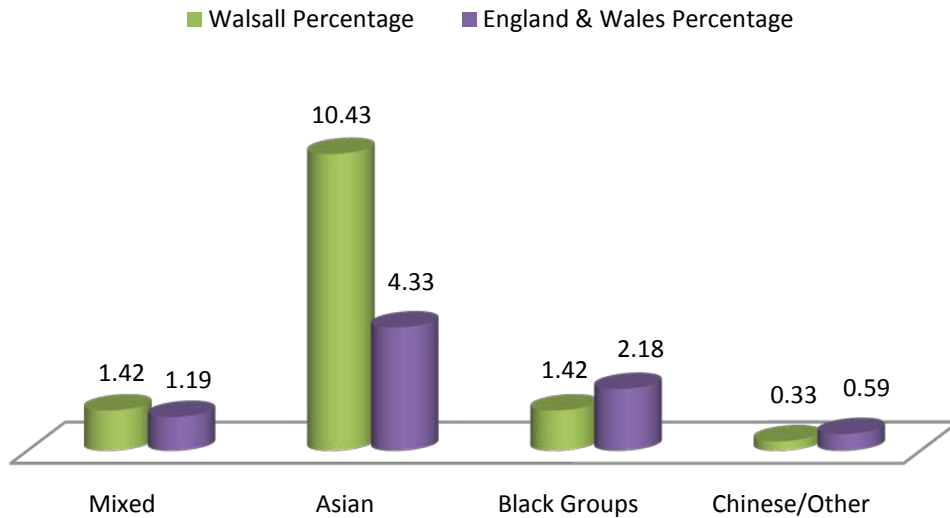
1.4.1 Total Population

Ethnicity

The analysis of the total population by BME groups in Walsall is as follows:

[Chart 1a]

Total Population (BME Groups)

■ Walsall Percentage ■ England & Wales Percentage

	Mixed	Asian	Black Groups	Chinese/Other
Walsall Percentage	1.42	10.43	1.42	0.33
England & Wales Percentage	1.19	4.33	2.18	0.59

Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

According to the 2001 census, 13.6% of Walsall's population belong to BME groups. This is considerably greater than the proportion of the population in England and Wales, which is 8.2%. Mid 2007 estimates for BME groups are 15.72%, reflecting an increase in the BME population of the borough.

The most significant difference between Walsall and England and Wales is that Walsall has more than twice the proportion of people from Asian groups. In the mid 2007 estimates this figure has risen from 10.43% to 11.15% and this is expected to rise; the mid 2007 estimate for Asian under 16's is 16.13%.

Gender

48.6% of Walsall's population are male and 51.4% female.

[Chart 1b]

Gender By BME Groups
(Percentage)

■ Male ■ Female

	Mixed	Asian	Black Groups	Chinese/Other
Male	0.68	5.21	0.68	0.16
Female	0.74	5.21	0.74	0.16
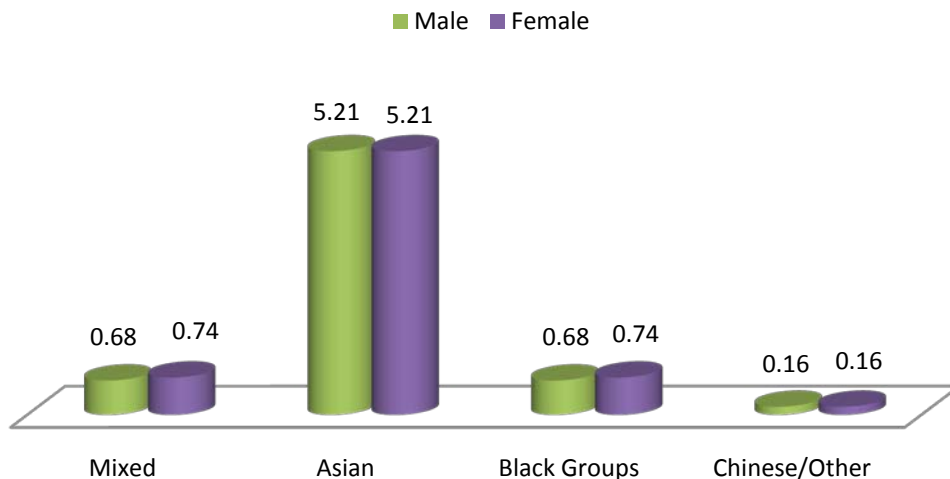
Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

This is very similar to the England and Wales split which is 48.7% male and 51.3% female. Chart 1b shows that the percentage gender split of each BME group is nearly 50:50.

Disability

The only indicator from the Census of the total population with a disability is the data on long term limiting illness, as shown in Chart 1c below:

[Chart 1c]

Long Term Limiting Illness by BME Group
(Percentage)
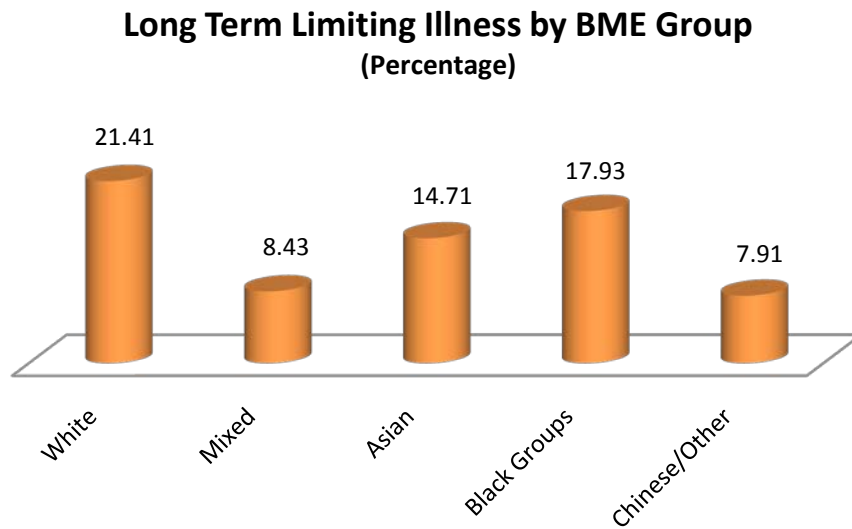
Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

In the absence of other data, this is used as a proxy for disability. 20.4% of the total population in Walsall have declared a long term limiting illness. The graph shows people who have declared long term limiting illness by ethnicity and illustrates that the percentage of those with a long term limiting illness is less amongst ethnic minority groups. As this data item is ill-defined in the Census, however, its interpretation for self reporting is open to differences in perception.

1.4.2 Economically Active Population

Chart 2a shows the composition of Walsall's economically active population.

[Chart 2a]

**Ethnic Composition of Economically Active
Population Aged 16-74 (BME Groups)**
(Percentage)
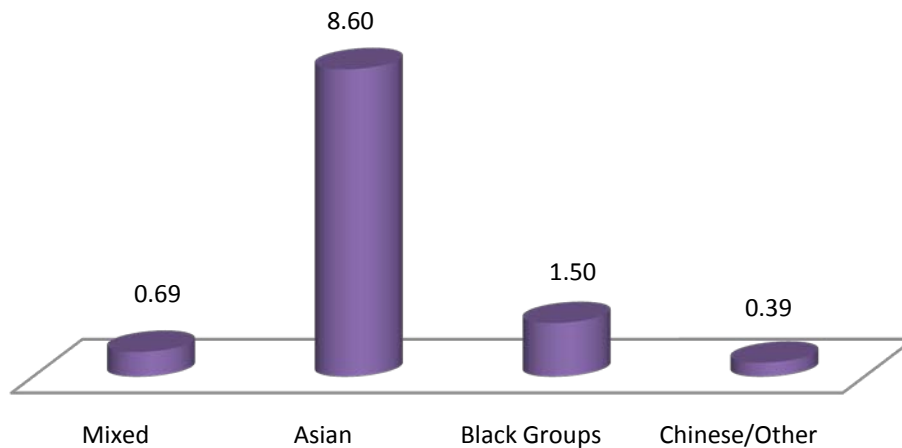
Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

The ethnic composition of the economically active population of the borough is similar to the total population. There is a slightly lower percentage of economically active people from Asian groups, which reflects lower female economic activity rates within this group.

[Chart 2b]

Economic Activity Rates by Ethnicity
(Percentage)
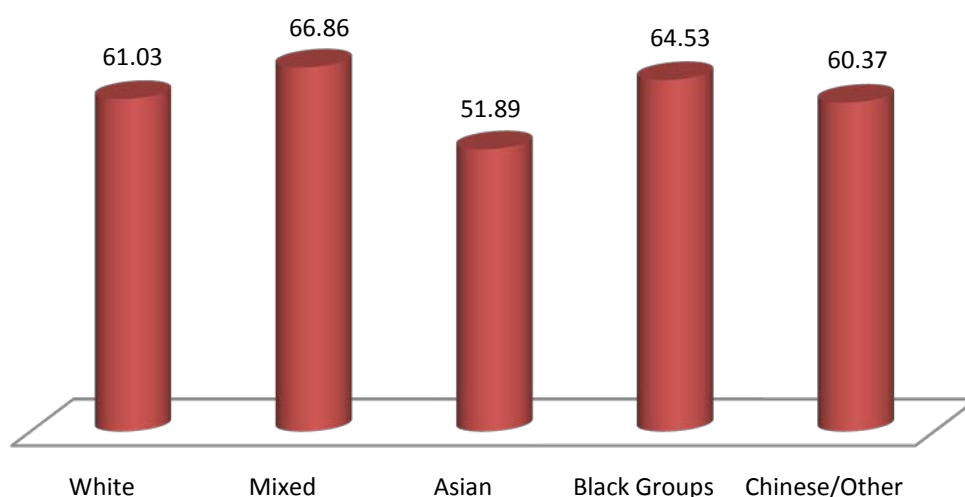
Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

Chart 2c shows that economic activity amongst males aged 16-74 is higher than females. 71.9% of the male population are economically active compared to 54.7% of the female population.

Economic Activity by Gender
(Percentage)

71.87

54.63

Male   Female
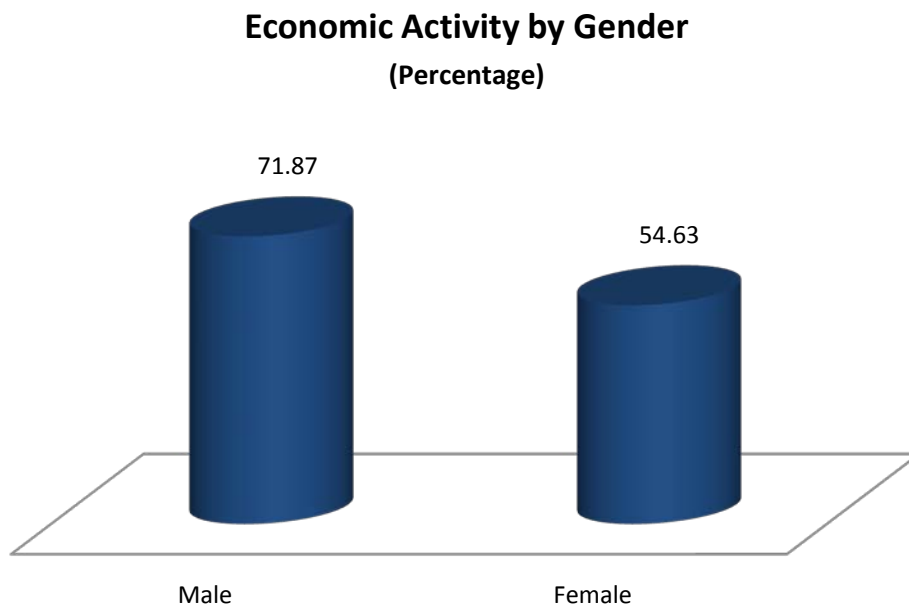
Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

Chart 2d shows that economic activity amongst people with limiting long term illness is less than for the total population (Chart 2d). Of the economically active population aged 16-74, 23.6% of people with a limiting long term illness are economically active.

[Chart 2d]

Economic Activity by Limiting Long Term Illness
(Percentage)

63.38

23.52

Percentage of Population
Economically Active

Percentage of People with a
LLTI Economically Active
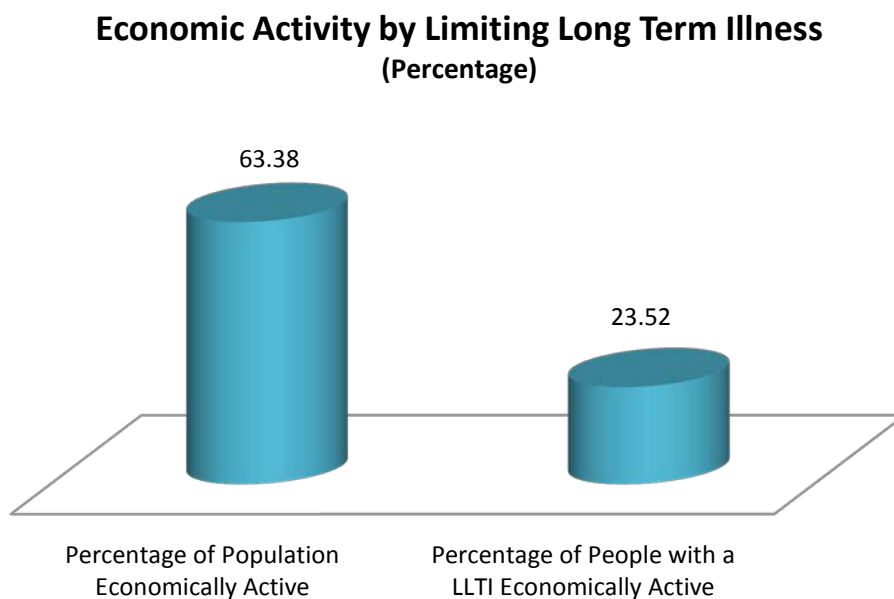
Source Data: 2001 Census [Key Statistics for Local Authorities]. Crown copyright

1.5 Walsall Council's Current Workforce - 2009/10

1.5.1 Workforce (Including Schools)

The workforce profile for Walsall Council, including schools, as at 31 March 2010 is shown in Chart 3a.

[Chart 3a]

Walsall's current workforce including schools

■ Not Stated ■ White ■ BME
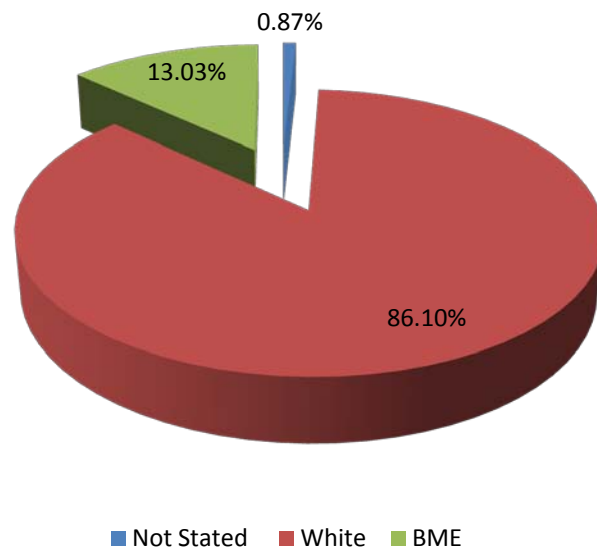
Ethnicity

Chart 3b below identifies the distribution of BME staff, including school staff, at Walsall Council as at 31 March 2010. The data on current staff has been compared with the economically active population from the 2001 Census for Walsall Borough.

The council's workforce representation of white groups has continued to reduce from 89.1% in 2006/07 to 86.1% in 2009/10 as shown below:

2006/07	2007/08	2008/09	2009/10
89.1%	87.5%	86.6%	86.1

The Beacon Index 09/10 BME outturn figure of the percentage of Local Authority employees from an ethnic minority community is 13.92%. This figure doesn't include casual employees.

Among Asian groups, there remains an under representation of 0.4% between the workforce and the economically active population but this has narrowed from 1.4% in 2007/08. Based on mid 2007 estimates, however, the percentage of Asian employees will need to increase to stay in line with the increase in the Asian population. The proportion of people from Black groups has increased from 3.29% in 2008/09 to 3.44% and remains higher than the economically active population.

Comparison Between Current Workforce and Economically Active Population (BME)

■ Current Workforce (%)　　■ Economically Active Population (%)

Category	Current Workforce (%)	Economically Active Population (%)
Mixed	1.08	0.7
Asian	8.23	8.6
Black	3.44	1.5
Chinese/Other	0.27	0.4
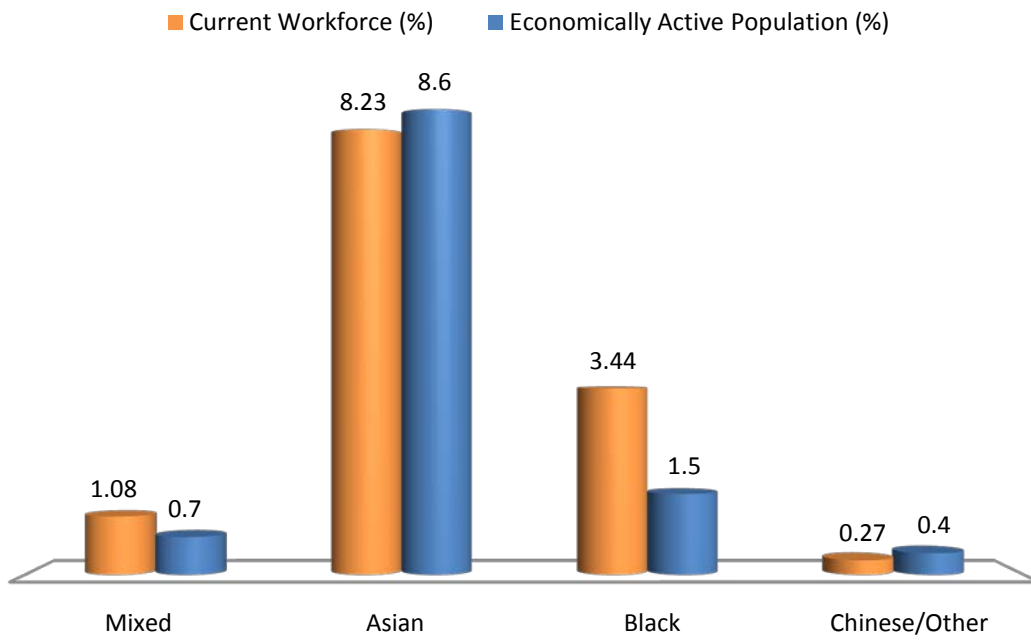
[Chart 3c]

BME Groups including schools 2009/2010

Group	Number of People by Headcount
OTHER WHITE	127
WHITE & ASIAN	24
WHITE & BLACK AFRICAN	7
WHITE & BLACK CAR'BEAN	66
OTHER MIXED	21
INDIAN	628
PAKISTANI	180
BANGLADESHI	47
OTHER ASIAN	43
BLACK AFRICAN	55
BLACK CARIBBEAN	269
OTHER BLACK	51
CHINESE	6
OTHER ETHNIC GROUP	23

Number of People by Headcount

Walsall's current workforce including Schools (white groups)

84.5

0.48

1.16

WHITE BRITISH   IRISH   OTHER WHITE
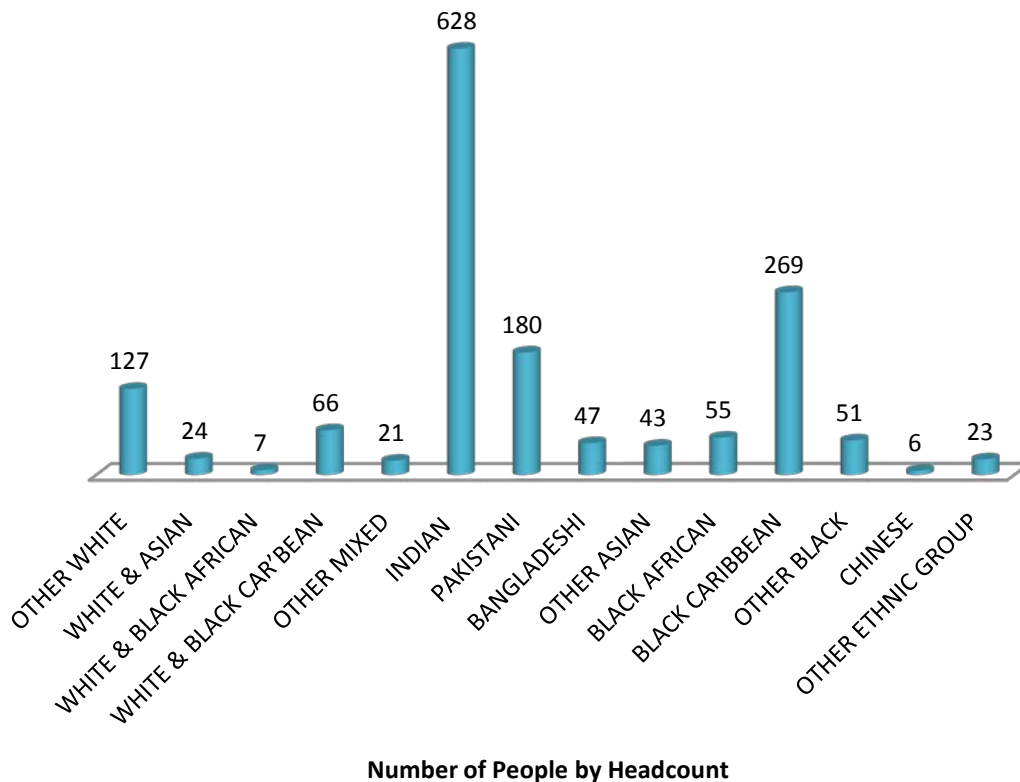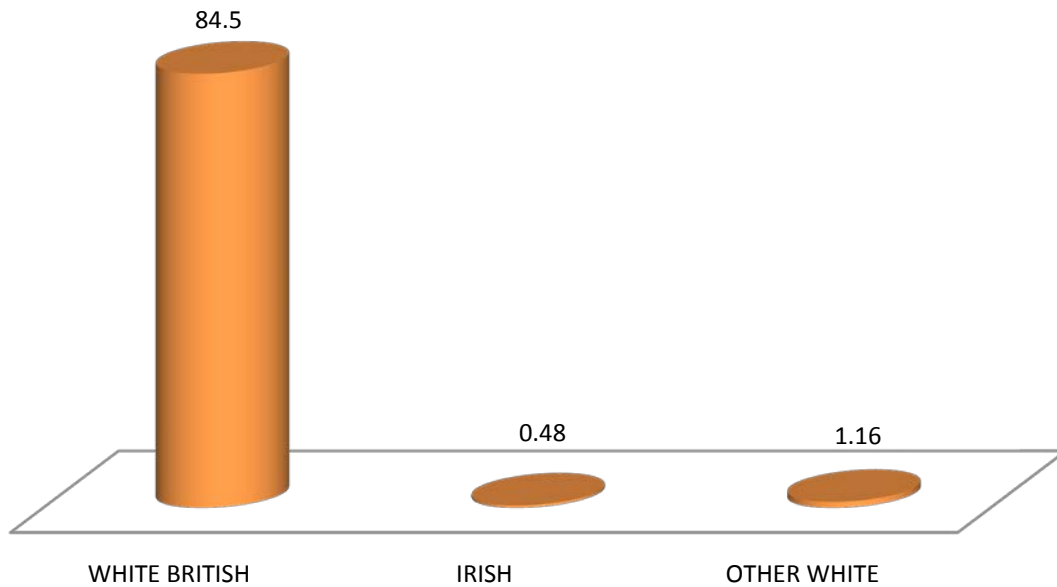
Gender

76.5% of the council's staff are female (see Chart 3e). This compares with an economically active female population aged 16-74 of 54.7%.

2006/07	2007/08	2008/09	2009/10
77%	76%	76.1%	76.5%

Walsall Council - BME Workforce Groups by Gender including Schools 2009/2010

	OTHER WHITE	WHITE & ASIAN	WHITE & BLACK AFRICAN	WHITE & BLACK CAR'BEAN	OTHER MIXED	INDIAN	PAKISTANI	BANGLADE SHI	OTHER ASIAN	BLACK AFRICAN	BLACK CARIBBEAN	OTHER BLACK	CHINESE	OTHER ETHNIC GROUP
Male	30	5	3	31	6	121	35	8	13	22	88	13	1	4
Female	97	19	4	35	15	507	145	39	30	33	181	38	5	19
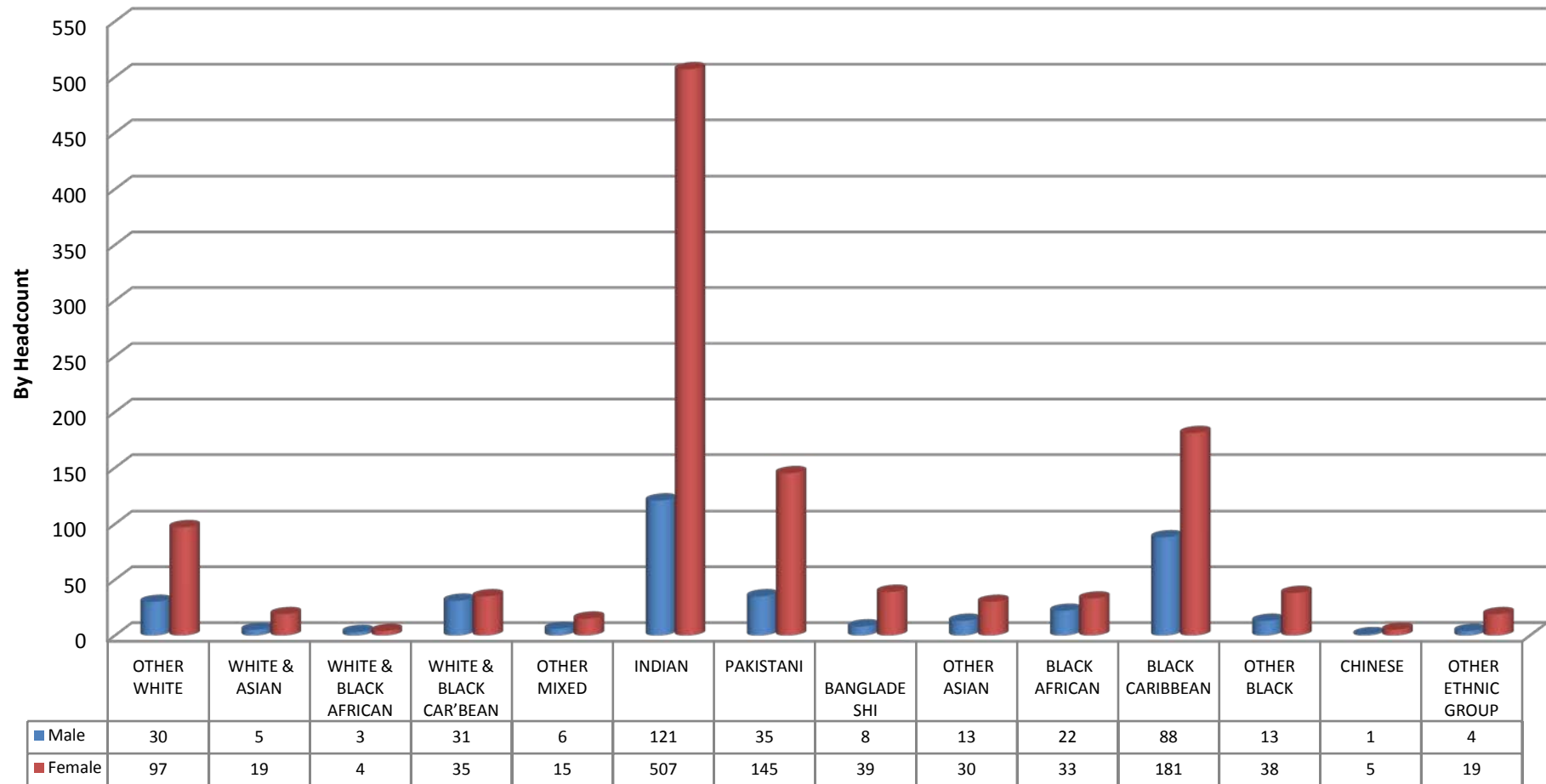
Disability

Chart 3f shows that 2.58% of employees have declared they have a disability under the definition of disability described in the DDA. This compares with an economically active population aged 16-74 of 23.6%, who declared that they had a long term illness. The employee figure has decreased from 2.64% in 2008/09 but has shown very little change since 2006/07.

2006/07	2007/08	2008/09	2009/10
2.67%	2.61%	2.64%	2.58%

[Chart 3f]

Workforce by Disability (including Schools)2009/2010 by Headcount

Legend: White, Mixed, Asian, Black

14
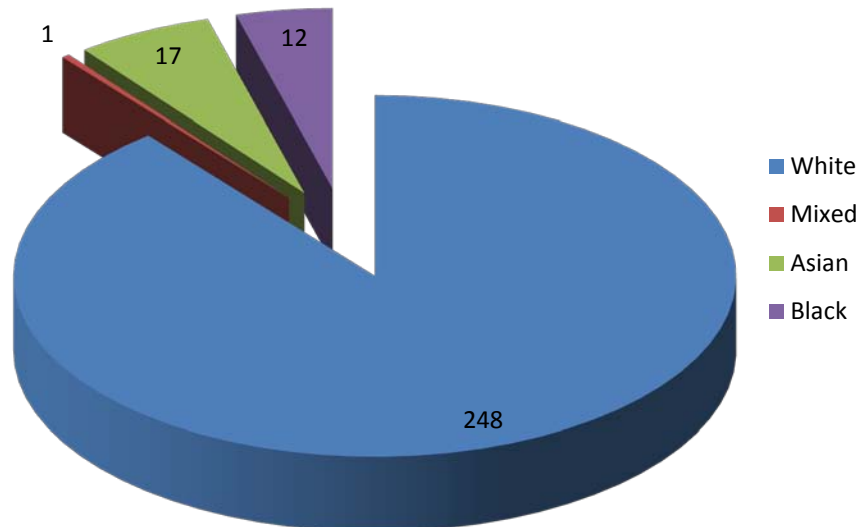
Age Profile

Workforce by Age Group (including Schools) 2009/2010
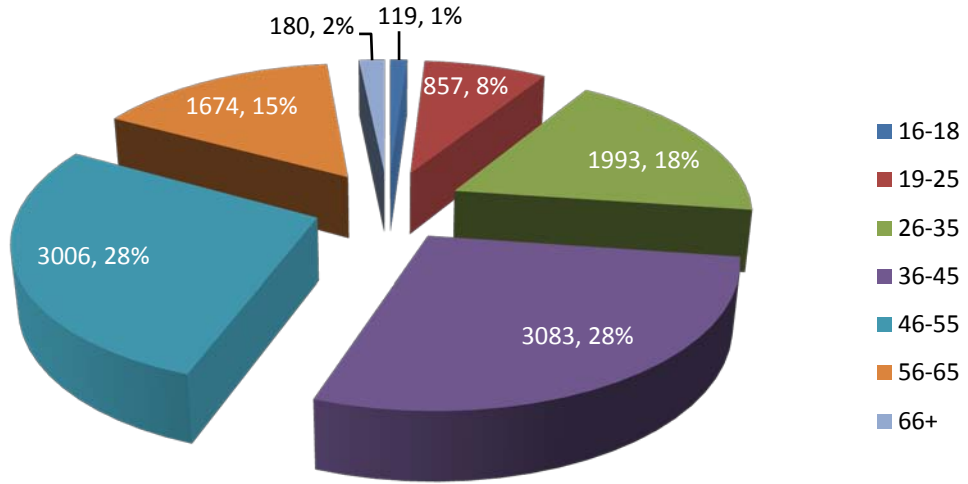
180, 2% 119, 1%
1674, 15%
857, 8%
1993, 18%
3006, 28%
3083, 28%

- 16-18
- 19-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66+

2009/2010 Age Profile including schools by Headcount

■ Not Stated ■ Chinese/Other ■ Black ■ Asian ■ Mixed ■ White

15
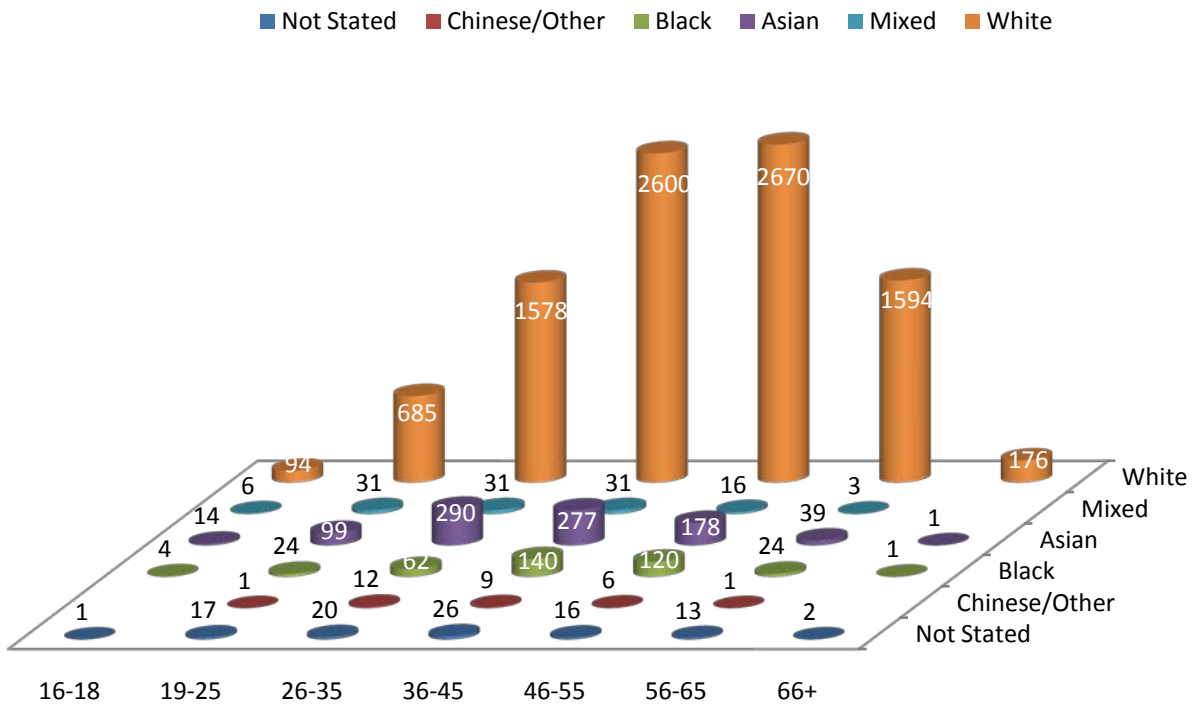
Religion /Beliefs and Sexual Orientation

This is the first year that we have captured data on religion/beliefs and sexual orientation. As there is no trend information, it is difficult to produce a qualitative analysis. The chart below also shows the Census data of the population of Walsall people but there are no figures available to identify the economically active population by religion/beliefs and sexual orientation.

Workforce by Religion & Beliefs including Schools

Religion/Belief	Count Religion	Percentage	All Walsall People Census 2001
Buddhist	7	0.06%	0.1%
Christian	3715	33.68%	72.01%
Hindu	86	0.78%	1.6%
Jewish	5	0.05%	0.0%
Muslim	189	1.71%	5.4%
Sikh	169	1.53%	3.0%
Other Religion	199	1.80%	0.2%
No Religion	707	6.41%	10.00%
Not Stated	718	6.51%	7.6%
Prefer not to say	247	2.24%	
Not Returned	4987	45.22%	
Total	**11029**		
Percentage		**100%**	

Workforce by Sexual Orientation including Schools

Sexual Orientation	Count Sexual Orientation	Percentage
Bisexual	7	0.06 %
Gay Man	16	0.15 %
Gay Woman/Lesbian	20	0.18 %
Heterosexual/Straight	4671	42.35 %
Not Stated	914	8.29 %
Prefer not to say	401	3.64 %
Not Returned	5000	45.34 %
Total	**11029**	
Percentage		**100%**

1.5.2 Workforce (Excluding Schools)

The overall workforce profile for Walsall Council, excluding schools, as at 31 March 2010 is shown in Chart 4a. Charts 4a – 4h on the following pages provide detailed analysis.

Commentary

This profile reveals a similar pattern of under representation in certain BME groups. There is a small over representation of Asian groups and a significant over representation of Black groups.

The figures included here are also used as comparators for the analyses of council staff involved in grievance and disciplinary procedures. See sections 2.5 and 2.6 of this report.

[Chart 4a]

Walsall's current workforce excluding schools
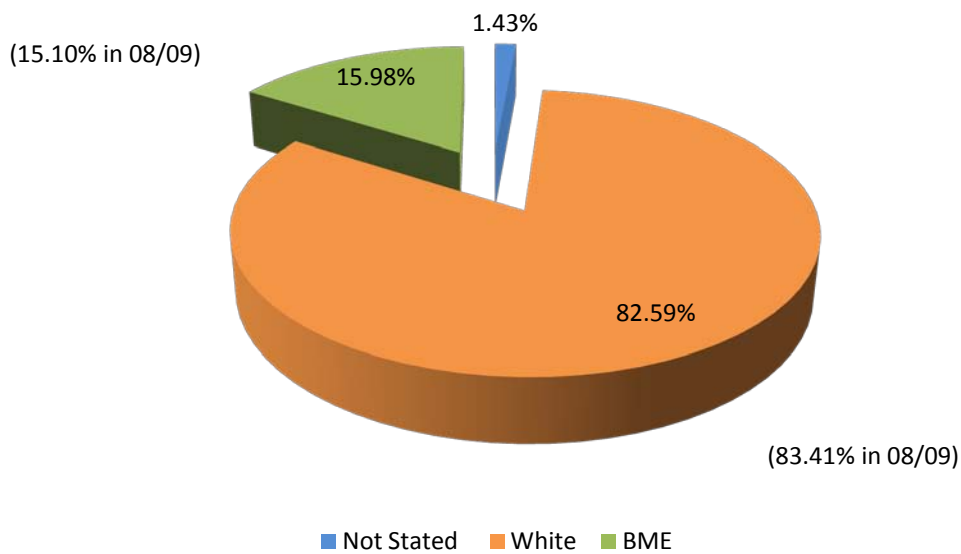
1.43%

(15.10% in 08/09)

15.98%

82.59%

(83.41% in 08/09)

■ Not Stated ■ White ■ BME

Comparison Between Current Workforce and Economically Active Population (BME)

■ Current Workforce excl schools(%)   ■ Economically Active Population (%)

	Mixed	Asian	Black	Chinese/Other
Current Workforce	1.33	8.78	5.47	0.40
Economically Active	0.7	8.6	1.5	0.4
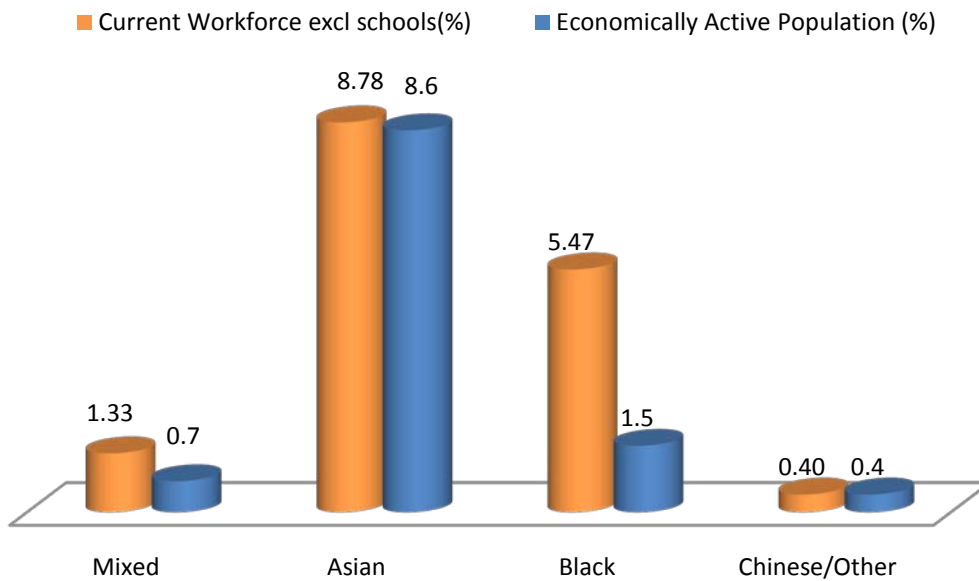
The distribution of BME staff is shown below. There have been increases in the number of employees in the Indian category and reductions in the numbers of Black Caribbean.

[Chart 4c]

BME Groups excluding schools 2009/2010
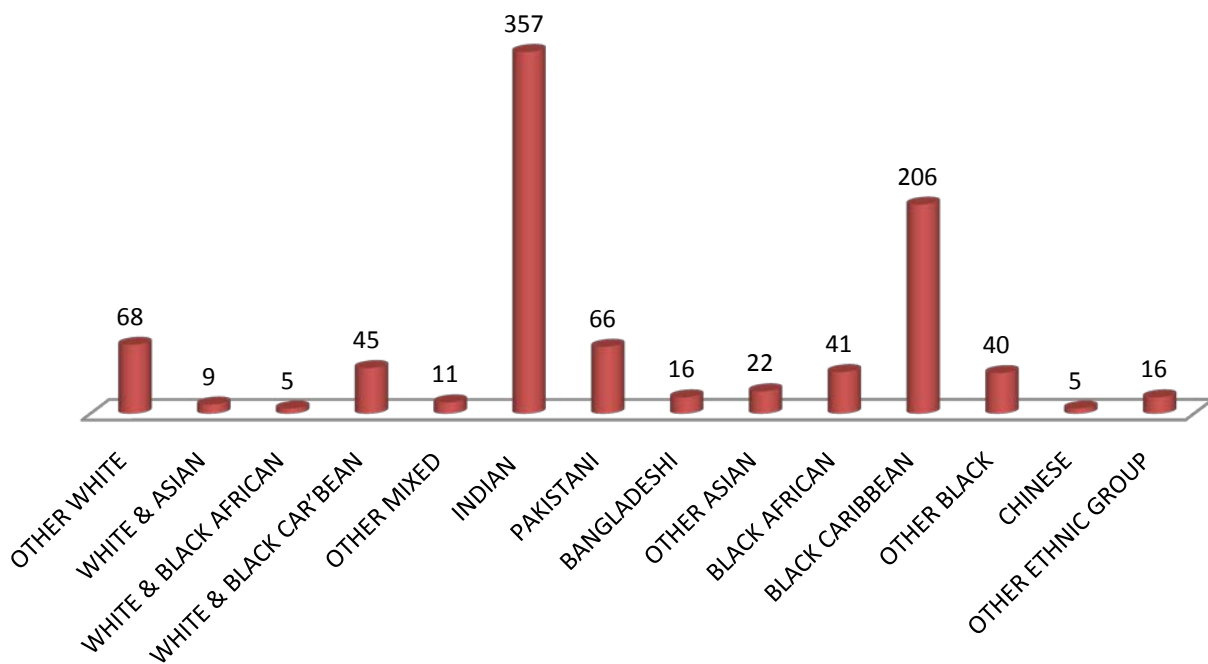
Category	Number
OTHER WHITE	68
WHITE & ASIAN	9
WHITE & BLACK AFRICAN	5
WHITE & BLACK CAR'BEAN	45
OTHER MIXED	11
INDIAN	357
PAKISTANI	66
BANGLADESHI	16
OTHER ASIAN	22
BLACK AFRICAN	41
BLACK CARIBBEAN	206
OTHER BLACK	40
CHINESE	5
OTHER ETHNIC GROUP	16

Number of People by Headcount

18

Walsall's current workforce excluding Schools (white groups)

80.73

0.57   1.29
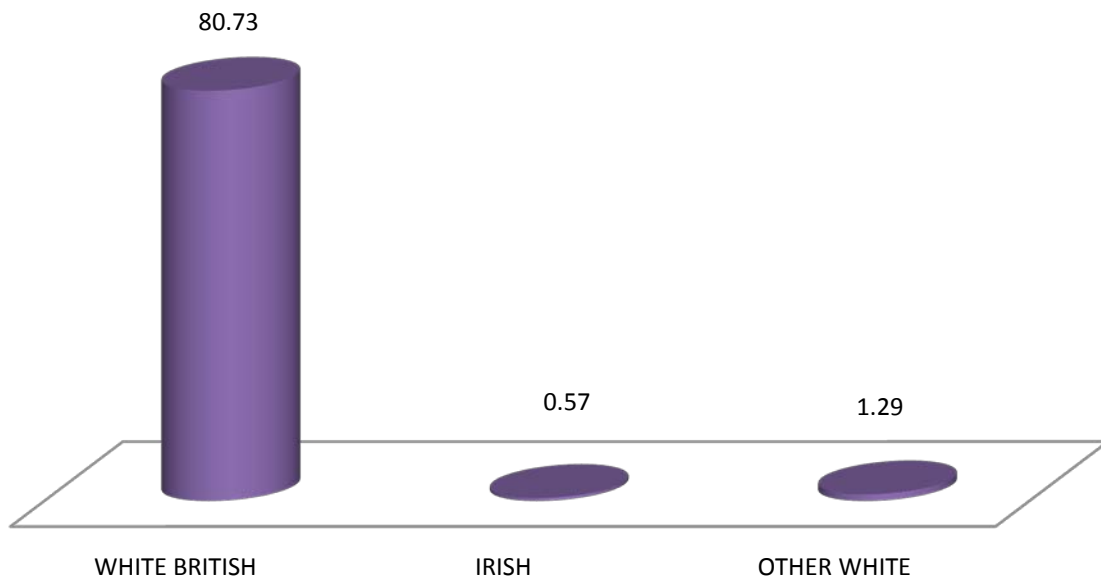
WHITE BRITISH   IRISH   OTHER WHITE

Walsall Council - BME Workforce Groups by Gender (excluding Schools) 2009/2010

	OTHER WHITE	WHITE & ASIAN	WHITE & BLACK AFRICAN	WHITE & BLACK CAR'BEAN	OTHER MIXED	INDIAN	PAKISTANI	BANGLADESHI	OTHER ASIAN	BLACK AFRICAN	BLACK CARIBBEAN	OTHER BLACK	CHINESE	OTHER ETHNIC GROUP
Male	26	3	2	25	5	92	26	4	11	18	74	13		2
Female	42	6	3	20	6	265	40	12	11	23	132	27	5	14

By Headcount
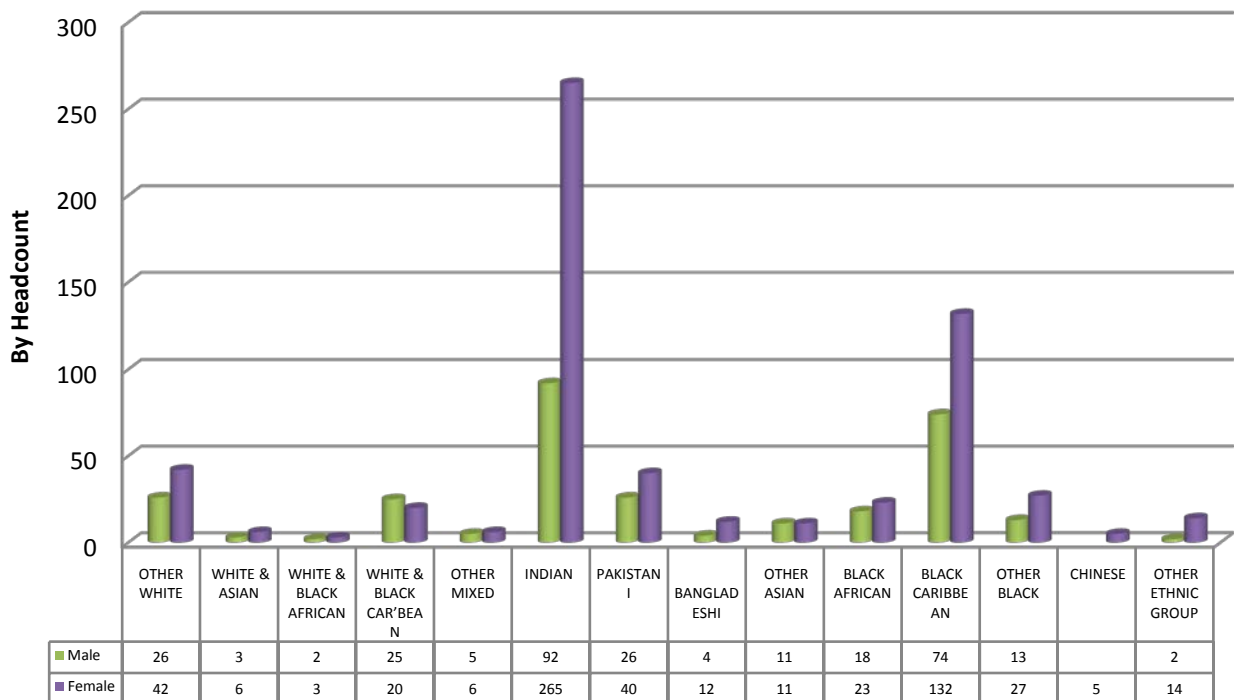
Disability (excluding Schools)

2006/07	2007/08	2008/09	2009/10
4.22% (231)	4.12% (238)	4.30% (236)	4.32% (227)

[Chart 4f]

Workforce by Disability (excluding Schools)

■ White ■ Mixed ■ Asian ■ Black ■ Chinese/Other
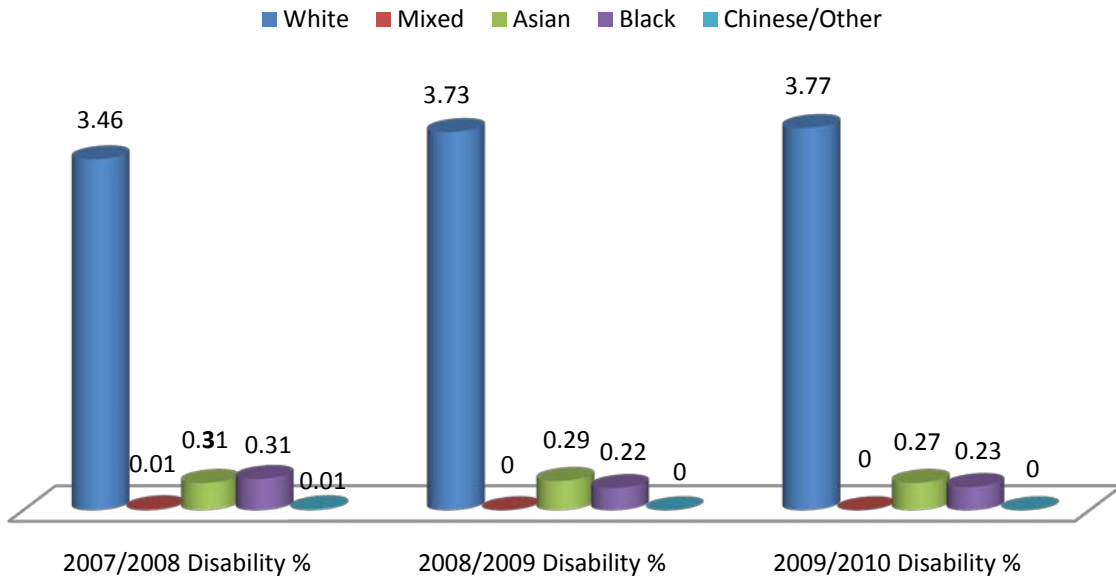
Age Profile (Excluding Schools)

[Chart 4g]

Workforce by Age Group (excluding Schools) 2009/2010
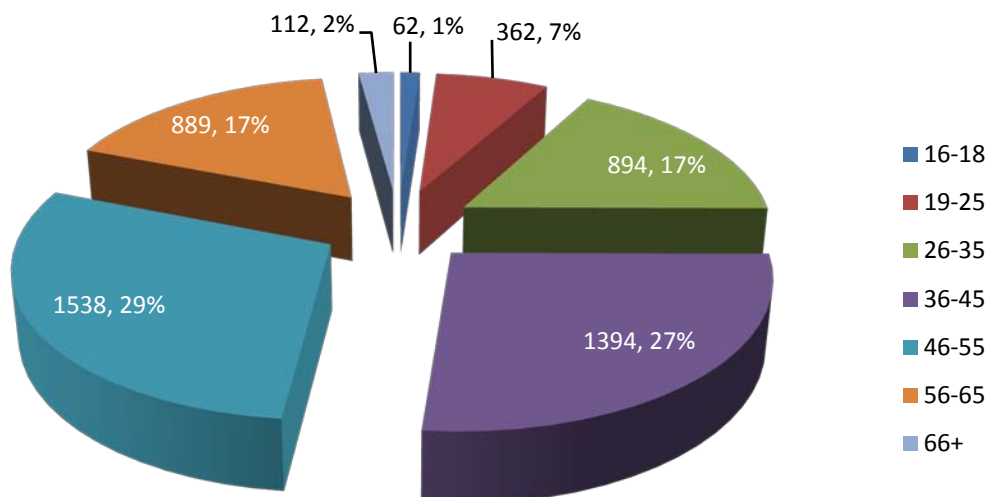
20

2009/2010 Age Profile excluding schools by headcount

■ Not Stated ■ Chinese/Other ■ Black ■ Asian ■ Mixed ■ White
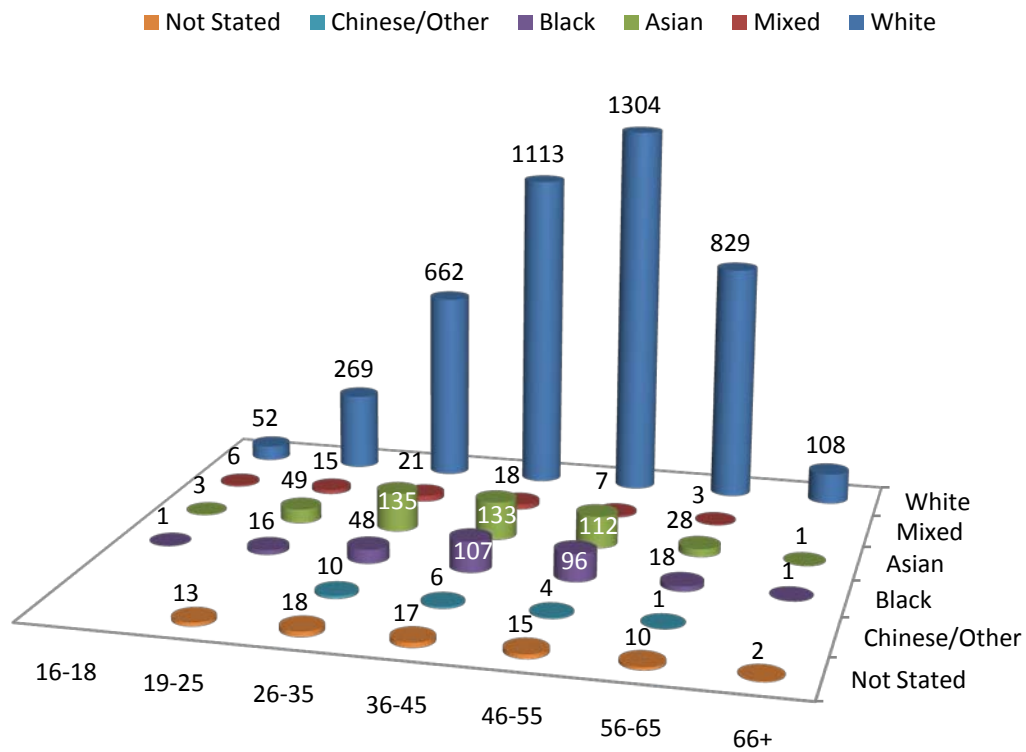
Religion /Beliefs and Sexual Orientation

Workforce by religion & beliefs, excluding schools

Religion/Belief	Count Religion	Percentage	All Walsall People Census 2001
Buddhist	2	0.04%	0.1%
Christian	978	18.58%	72.01%
Hindu	35	0.67%	1.6%
Jewish	3	0.06%	0.0%
Muslim	45	0.86%	5.4%
Sikh	71	1.35%	3.0%
Other Religion	58	1.10%	0.2%
No Religion	265	5.04%	10.00%
Not Stated	387	7.35%	7.6%
Prefer not to say	61	1.16%	
Not Returned	3358	63.80%	
Total	5263		
Percentage		100%	

Workforce by sexual orientation excluding schools

Sexual Orientation	Count Sexual Orientation	Percentage
Bisexual	6	0.11 %
Gay Man	12	0.23 %
Gay Woman/Lesbian	12	0.23 %
Heterosexual/Straight	1396	26.52 %
Not Stated	391	7.43 %
Prefer not to say	77	1.46 %
Not Returned	3369	64.01 %
Total	**5263**	
Percentage		**100%**

1.5.3 Workforce Analysis by Pay Bands - Gender Ethnicity and Disability

An analysis by pay grade was undertaken in 2008/09 and has been updated for 2009/10.

This analysis is based on workforce data recorded on Trent.
5074 people were in post as at 31st March 2010 excluding casual based staff and education based staff.

Pay Band	Pay	Number of Staff	Percentage
1	£12,145 - £16,830	2349	46.29%
2	£17,007 - £22,958	972	19.16%
3	£23,485 - £27,849	671	13.22%
4	£28,461 - £33,851	605	11.92%
5	£34,549 - £39,855	277	5.46%
6 – Top 5 %	£40,741- and above	200	3.94%

Ethnicity:

More detailed analysis of individual BME categories shows that:

- In pay band 2 there are 12.53% Asian staff but this decreases to 6.55% in pay band 5 with a further decrease to 3.00% for pay band 6.

- Representation of Black Staff at pay bands 1 and 6 is low with only 3.55% and 3.50% respectively; representation at pay band 4 is the highest at 10.18%.

- Within the Black category, Black Caribbean is the predominant group over all pay bands

- There is no Black African representation in pay band 6.

Ethnicity by Pay Scale (excluding schools)

■ % White   ■ % BME

86.68% **13.32%** **81.16%** **18.84%** **80.21%** **19.79%** **78.63%** **21.37%** **86.55%** **13.45%** **90.00%** **10.00%**

| Pay Band 1 (12145 -16830) | Pay Band 2 (17007 - 22958) | Pay Band 3 (23485 - 27849) | Pay Band 4 (28461 - 33851) | Pay Band 5 (34549 - 39855) | Pay Band 6 (40741 - Above) |
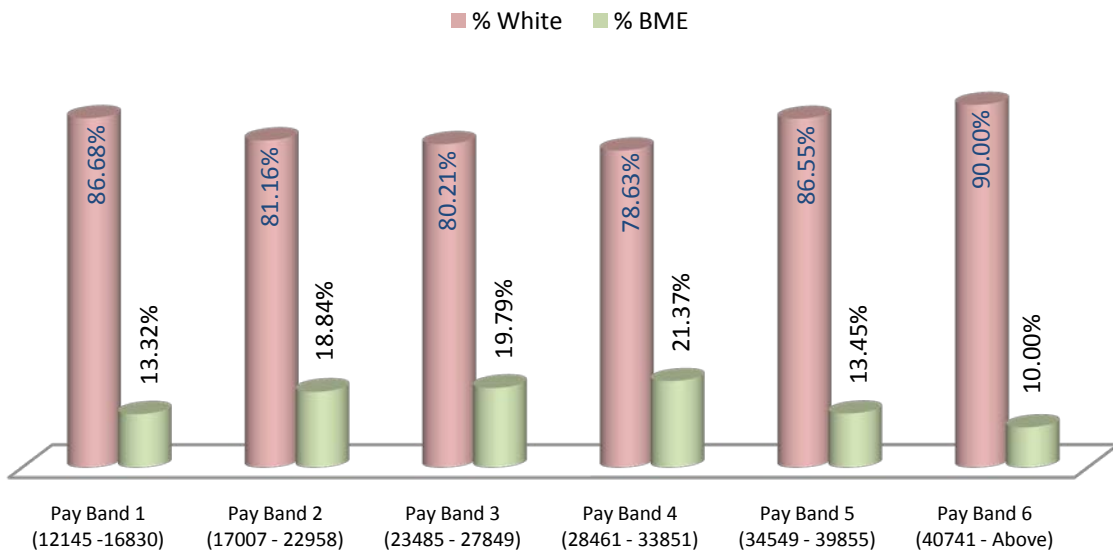
Gender:

- The number of female employees in pay band 6 has further decreased to 38.50% from 41.79% in 2008/09 and male workers increased to 61.50% from 58.21% in 2008/09.

- There is a significant difference (21.39%) in the proportion of female workers between pay band 3 and 5, although this is an improvement on the figure for 2008/09 where the difference was 25.09%.

[Chart 5b]

Gender by Payscale (excluding Schools)

■ % Male   ■ % Female

23.97% **76.03%** **32.82%** **67.18%** **31.30%** **68.70%** **40.66%** **59.34%** **52.71%** **47.29%** **61.50%** **38.50%**

| Pay Band 1 (12145 -16830) | Pay Band 2 (17007 - 22958) | Pay Band 3 (23485 - 27849) | Pay Band 4 (28461 - 33851) | Pay Band 5 (34549 - 39855) | Pay Band 6 (40741 - Above) |

23
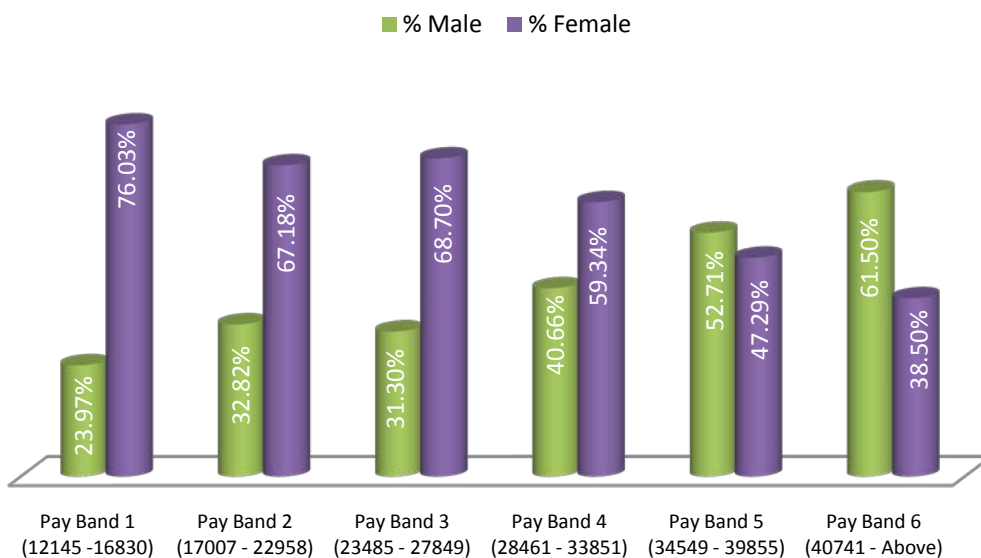
Disability:

Disability by Payscale (excluding Schools)

■ % Disabled   ■ % Not Disabled

	Pay Band 1 (12145 -16830)	Pay Band 2 (17007 - 22958)	Pay Band 3 (23485 - 27849)	Pay Band 4 (28461 - 33851)	Pay Band 5 (34549 - 39855)	Pay Band 6 (40741 - Above)
% Disabled	1.89%	4.39%	2.74%	2.83%	2.20%	1.49%
% Not Disabled	62.43%	68.21%	56.85%	49.29%	43.59%	35.15%
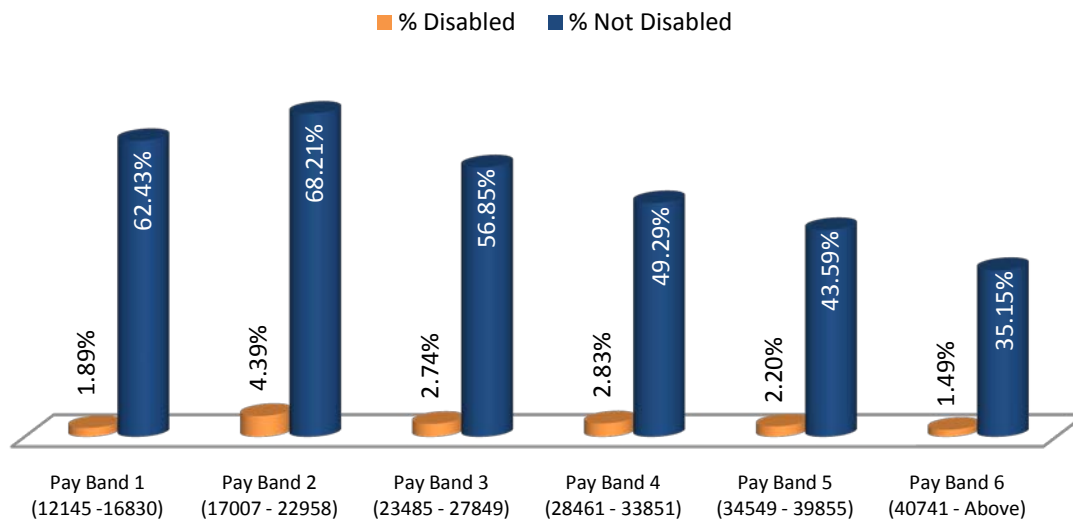
Workforce Profile - Progress during 2009/10

This analysis of the workforce profile by pay band provides a much broader picture of equality and diversity in employment than has been previously measured by Best Value Performance Indicators.

A project group was established to oversee this work and identify best practice from other local authorities. Findings have been reported to the Equality in the Workplace Group and this analysis is being used to identify a new set of employment monitoring targets for future years.

These targets will also be included in the council's new organisational diagnostic tool which is being developed to identify indicators of organisational health and as a basis for future resource allocation.

Achieving these targets will require a better understanding of the experiences of employees who are under-represented in senior management. A survey has been designed and distributed to a sample of employees to provide insight into their experiences and aspirations in relation to career pathways and progression.

Workforce Profile - Actions for 2010/11

1. A qualitative analysis of the career pathways survey will be used together with the above profiles to review targets and develop more effective positive action models, for example, development opportunities for women or BME employees to move into leadership positions.

2. Identify and implement a suitable pay and grading model in order to narrow the pay inequality between men and women.

2. Employment Duties

2.1 Interviews and Appointments

During the year ending 31st March, 2010 the council advertised 120 non-teaching vacancies and 121 teaching vacancies on behalf of individual schools, receiving 11,463 applications (a 20% increase on the previous year), resulting in 421 appointments (a 36% decrease.) These 421 appointments are not necessarily a true reflection of all appointments made; this is due to the time taken to confirm the appointments following completion of the necessary pre-employment checks.

[Chart 6a]

Overall Appointments -(by number of applicants)

- Applied
- Shortlisted
- Appointed

	Social Care and Inclusion	Children's Services	Resources	Neighbourhood Services	Regeneration
Applied	1260	1444	1959	3719	3081
Shortlisted	86	121	155	371	427
Appointed	72	65	71	115	98
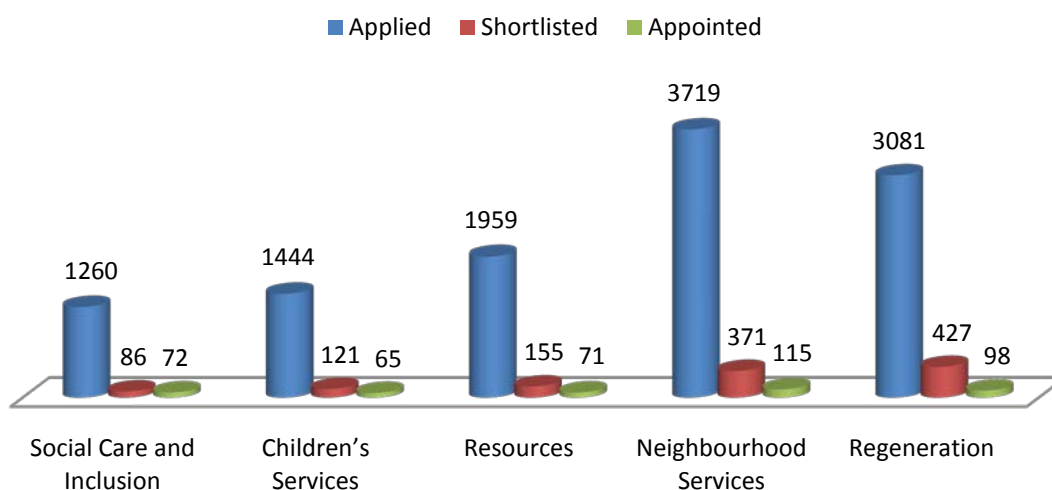
Commentary

Overall applicants have increased by 25% but appointees have decreased by 36% on last year. The economic climate means the council is receiving many more applications from people who find themselves out of work and, in turn, is reducing the number of roles advertised due to budget pressures. Although the council has continued to commission and place general awareness raising/publicity adverts, generic advertising has been scaled down as candidates are more readily available and in accordance with the drive to reduce non-essential spend.

There has been a continued expansion in the range of methods available for both requesting application forms and for submitting applications. The proportion of applications received via e-routes has continued to rise and is now at 63%. The E-Recruitment functionality was enhanced in 2008/9 by signing up to the regional local government recruitment portal, W M Jobs. This has enabled the council to take advantage of features such as registering for jobs by email, forwarding a vacancy to a friend and most importantly has provided applicants with true on-line forms. Only 5% of applicants, however, applied via WMJobs in its first full year of implementation within Walsall.

The social care microsite for fast-tracking recruitment of social care professionals continues to serve the council well. To date 60 appointments have been made and the cost per hire is around £349.

The council's new advertising partner, Euro Riley RSCG has been working with the council for just over a year now to help achieve better value for money in terms of recruitment advertising spend/results.

Applications, Interviews and Appointment by Ethnicity

[Chart 6b]

Interviews and Appointments BME Groups 2009/10

■ Mixed ■ Asian ■ Black ■ Chinese/Other ■ Prefer Not to say / Not Stated

[Chart 6c]

Applicants for Employment by Ethnicity 2009/10

■ White ■ Mixed ■ Asian ■ Black ■ Chinese/Other ■ Prefer Not to say / Not Stated
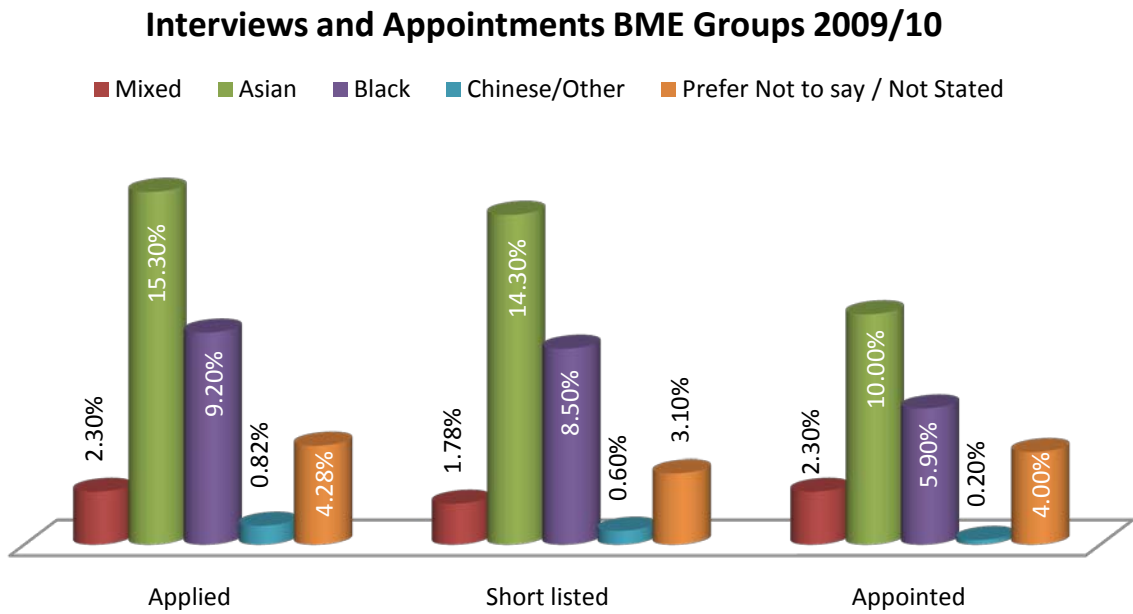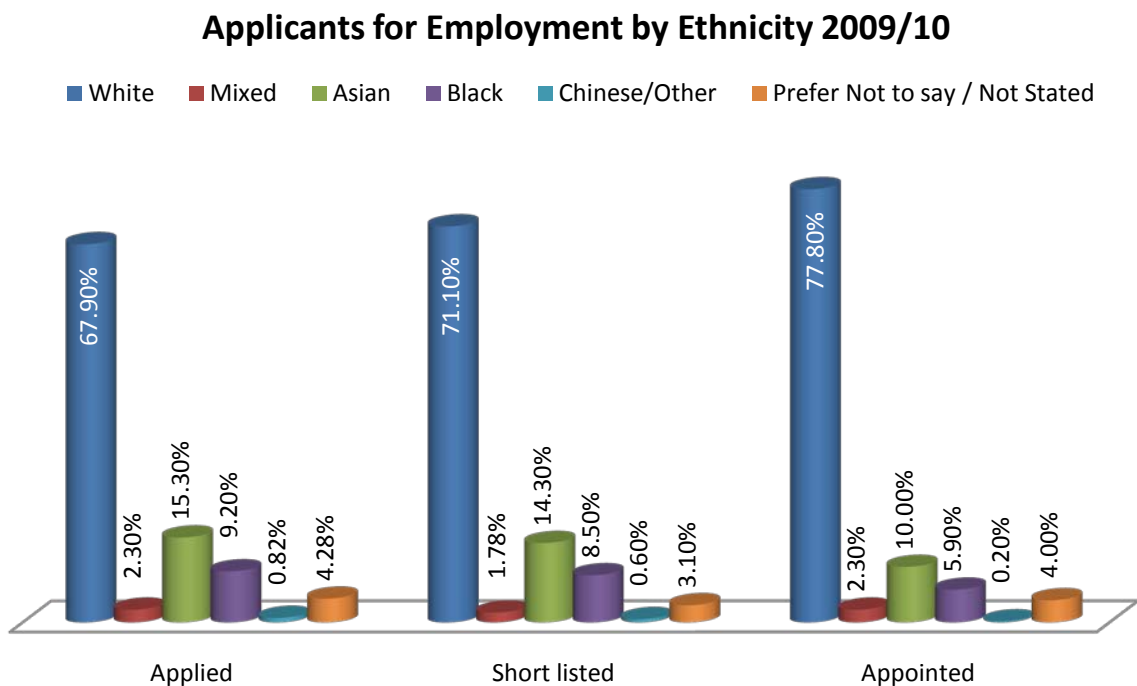
Commentary

Black/mixed applicants represent 27.5% of all applications, compared to 31% of all applications last year, and 18.5% of all appointments, compared to 20.5% of all appointments last year.

Overall the number of Black applicants has increased by 11% but appointed black applicants have decreased by 43%. This is within the overall context of a 36% reduction in appointments.

An Equality Impact Assessment for revising the council's job application form was conducted in 2009. The Recruitment Team agreed to revisit the revised job application form in 2010 if the year end recruitment data showed an unexplained decrease in bme staff applying for jobs and being successful at interview. The results, however, demonstrate that there does not appear to be any significant impact which can be attributed applicants' personal data now being on the main body of the application form as opposed to on a separate 'tear off slip'.

Recruitment and Selection - Progress during 2009/10

An Equality Impact Assessment (EIA) of the council's recruitment policy was planned for 2009/10. This is an integral part of the overall review of the council's recruitment processes, in line with the council's aspiration to be an excellent employer and build a workforce that is representative of its communities.
The EIA has been delayed to take account of the changing context in relation to the future size of the workforce, budget constraints and the emphasis on worklessness.

Further work has been undertaken to improve the success rates of BME job applicants. This included consultation with Employee Networks on the revision of the council job application form, operating a job seekers network and diversity advertising. There has also been consultation with the Disabled Employees Network on the completion of an easy read job seekers guide

It was agreed to implement a new competency based approach to the delivery of equality and diversity training for all council employees. This work has been led by the Equality Training Action Group. Competency levels for each post have been agreed and a blended delivery approach identified as the most appropriate solution.

A programme, agreed with an accredited training provider, identified the best approach to delivery and the contents of courses. This was developed in partnership with the NHS in Walsall to ensure that we adopt the same programme and standards for services that are jointly delivered as well as for all front-line staff. This programme was approved by the council's Corporate Management team and roll-out commenced in late 2009/10.

An equality and diversity programme for managers, linked to the council's new management competency framework, has also been developed.

Recruitment and Selection - Actions for 2010/11

 3. The Equality Impact Assessment of the recruitment policy will be completed in 2010/11.

4. Finalise and implement the equality and diversity training programme for managers

Applicants for Employment by Gender

The analysis of applicants by gender, including those shortlisted and appointed, is shown in Chart 6d and in the directorate analysis in Chart 5e.

[Chart 6d]

Total applications submitted 2009/2010

51%

49%

■ Males
■ Females

28
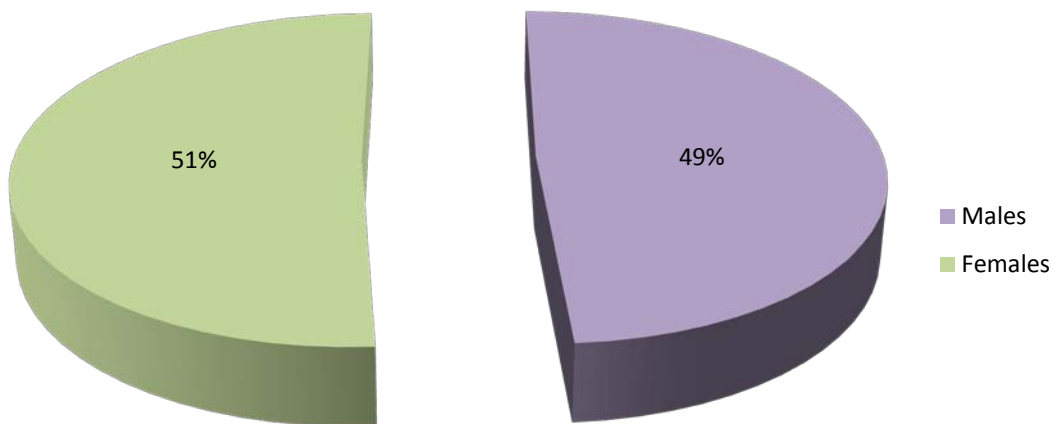
Directorate Analysis - (by number of applicants)

■ Social Care and Inclusion ■ Children's Services ■ Resources ■ Neighbourhood Services ■ Regeneration
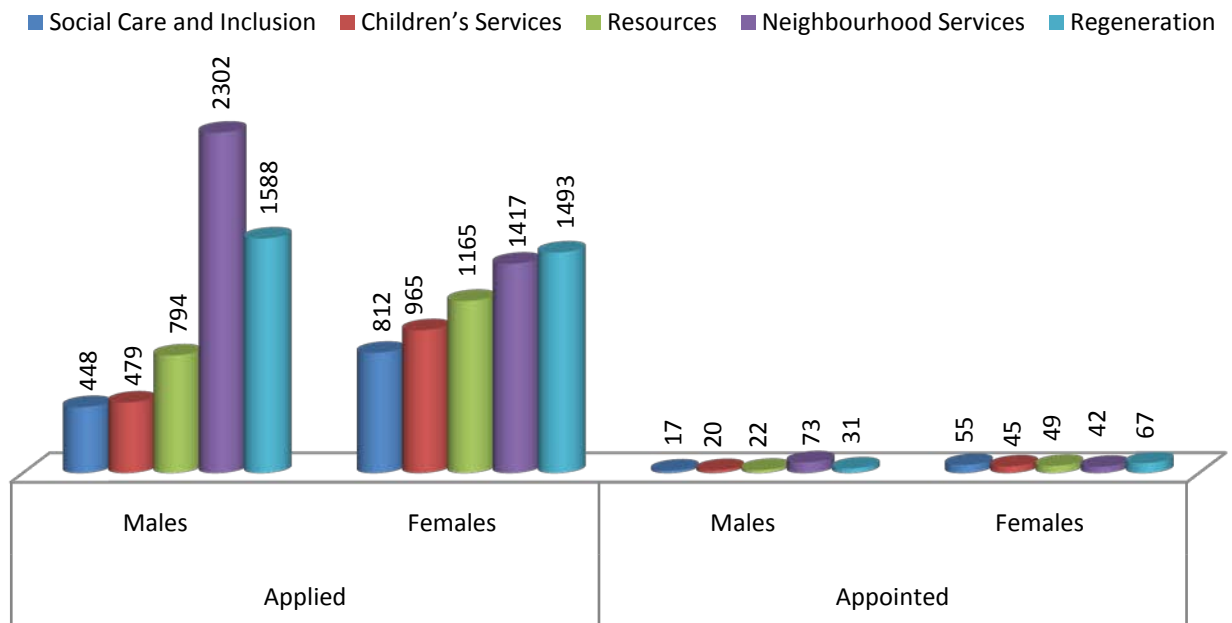
Commentary

Chart 6f demonstrates that the gap between female and male applicants has significantly closed when compared to previous years. Slightly more women than men continue to apply for and be appointed to council jobs.

Year on Year Comparison of Applicants by Gender

Chart showing year on year comparison of applicants by gender. By Percentage (Y-axis: 0%, 20%, 40%, 60%, 80%), Years (X-axis).

Year	Males	Females
2009/10	49%	51%
2008/09	43%	57%
2007/08	44%	56%
2006/07	38%	62%
2005/06	40.50%	59.50%
2004/05	42%	58%
2003/04	42%	58%
2002/03	36%	64%
2001/02	32%	68%
2000/01	35%	65%

■ Males ■ Females
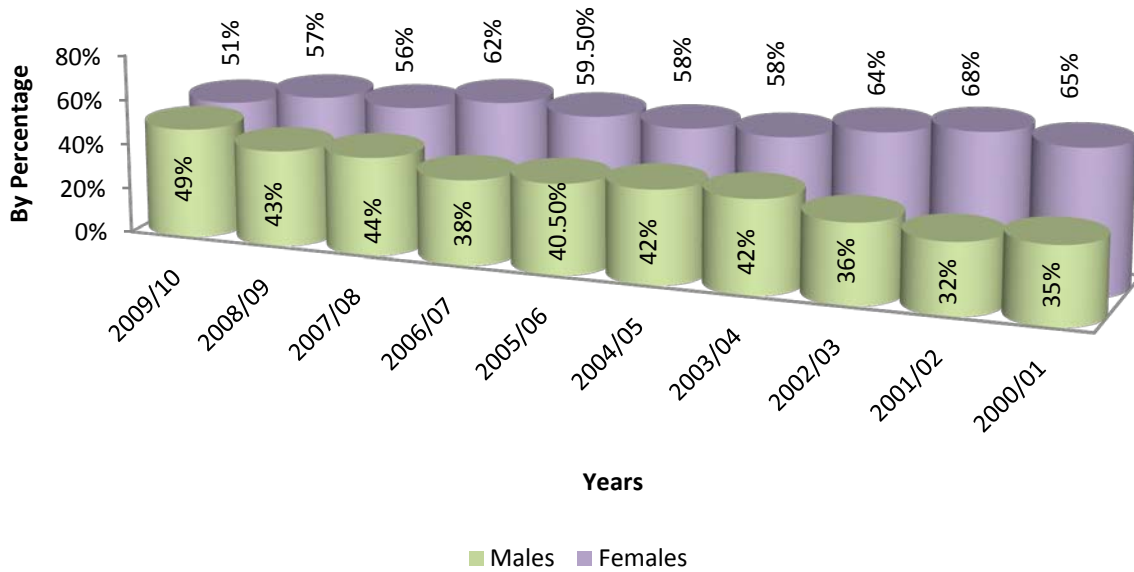
Detailed gender equality actions are now set out in the council's Equality Scheme 2010. To specifically address the under-representation of women in senior management and the under-representation of men in the overall workforce, where appropriate, adverts for certain posts carry positive action welcoming statements

Recruitment and Selection (Gender) - Progress in 2009/10

As part of an enhanced approach to succession planning and career progression, it was proposed to introduce a range of development initiatives for women employees during 2009/10.
The management competency framework which was launched in January 2010 supports succession planning and includes a range of career development initiatives. This framework also identifies positive and negative behaviours across four bands (A-D) through the 6 management competencies. See section 2.4 for further actions on training and development..

Applicants for Employment by Disability

The analysis of applicants with a disability, including those shortlisted and appointed, is shown in Chart 6g.

[Chart 6g]

Applicants for Employment - Disability Monitoring 2009/10

■ Applied ■ Shortlisted ■ Appointed
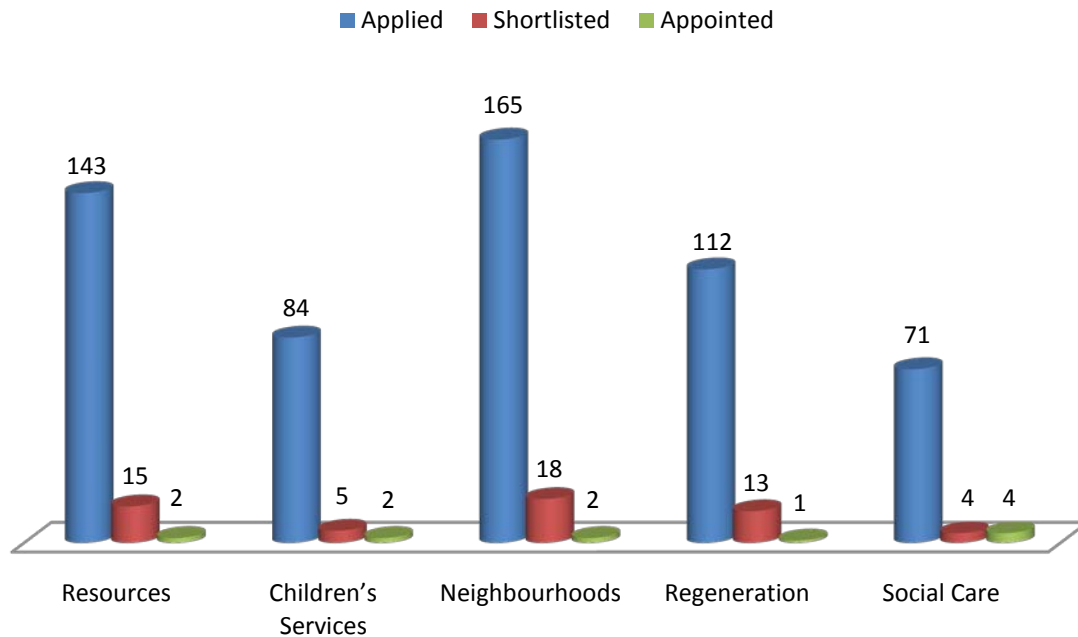
Commentary

The figures for applicants with a disability in 2009/10 show an increase of 61% from 2008/09. The council has continued to sign up to the national disability jobsboard, Disabledgojobs.   Disabled applicants represent 5% of the applicant base. Shortlisted disabled applicants have reduced by 36%. Disabled applicants represent 4.8% (5.6% in 2008/09) of those shortlisted for interview and 2.6% of appointees (2.3% in 2008/09)

The job seekers network for people who have a disability and also the Recruitability Scheme for disabled people appear to be having a very positive impact. Work taster sessions and workshops on filling in application forms and succeeding at interview, give this group an insight into the council, its recruitment policies and procedures. Since the Recruitability Scheme was introduced, it has provided a valuable route into work for a number of individuals, many of which have gone on to secure jobs and training opportunities with the council and other employers.

The council is committed to expanding the Recruitability Scheme so that many more people with disabilities can be helped into employment. At the end of 2009/10 confirmation was received that Deprived Area Funding could be used to create 3 additional scale 1 fte equivalent jobs.

Other initiatives to increase representation of people with a disability in the workforce include the ongoing partnership with the internet jobs board, DisabledGoJobs. The strategic recruitment team also entered the fourth local Disability Awards in April, the aim being to raise the Council's profile as an employer of disabled people. The team were nominated in the Disability Awards for their ongoing work to increase the employment chances of people who have a disability and particularly those with a learning disability. The job carving initiative was recognised as being particularly innovative.

Recruitment and Selection (Disability) - Progress during 2009/10

It was agreed to expand the recruitability scheme by providing 6 recruitability places and 20 additional interventions for people with disabilities during 2009/10.

Since 2005, 57% of recruitability participants have gained employment with the council or allied partners.
With support from Deprived Area Funding (DAF) the recruitability scheme for 2010/11 has expanded by 50% offering 9 FTE posts.
Other interventions for people with disabilities include the job seekers network which provides support for 100 members; 13 members are now in work.
Network meetings were held in June, September and December with further meetings scheduled for 2010.
A jobs fair was held in March 2010 specifically for people who have a disability Attendance for this single event was high, with approximately 60 people attending.

During 2009/10 work has continued to improve the recording of self-declaration of disability. This has included personal details amendment forms which were sent to all schools based employees in October 2009 and had an 82% return. As well as personal details, the form also collected information on reasonable adjustment needs. Forms were sent out with payslips to all other employees in February 2010. Employees without e-mail can update personal details by accessing the employee portal through HRD Direct.

Recruitment and Selection (Disability) - Actions for 2010/11

5. Increase the recruitability scheme to 12 places and provide 25 additional interventions for people with disabilities in 2010/11.

6. Ensure that arrangements are in place to educate managers to provide 'reasonable adjustments' in suitable timescales; use the Trent system for recording alternative formats and reasonable adjustments, as outlined in the council's Equality Scheme 2010-2013.

7. Ensure that there is consistent application of personnel policies and procedures by managers.

Applicants for Employment - Age Analysis

The analysis of applicants by age, including those shortlisted and appointed, is as follows: [Chart 6h]

Applicants for Employment by Age
(by number)

■ 16-18 ■ 19-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56-65 ■ 65+ ■ No DOB
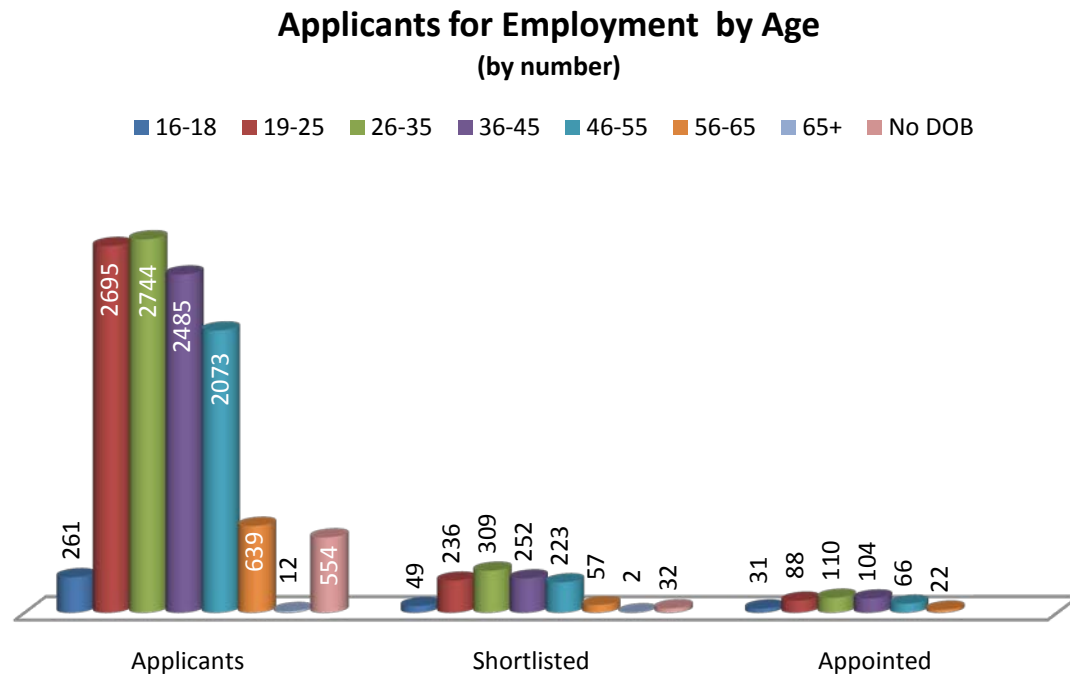
Commentary

The data shows that the fewest appointments are still made from within the 16-18 and 56+ age ranges. This is disappointing given the council's recent investment in apprenticeships. There are currently 28 apprentices (including Future Jobs Fund apprentices) engaged within the council in a variety of directorates/services. The council's continuing participation in Future Jobs Fund should improve figures for 2010/11.

In the latest projections, the Office of National Statistics indicates that nearly a third of the labour force will be over 50 by 2020. Organisations increasingly need to recognise the benefits of age diversity in the workplace.

Treating employees fairly and recognising individual talents and needs is not just the right thing to do but makes good business sense.

In seeking to address the current imbalances in age in recruitment activity and in the workforce profile, we will continue to promote the need for directorates to offer good quality work placements to younger people to enable them to more effectively compete in the jobs market. The council, having introduced its Apprenticeship Scheme in 2009, will recruit a further cohort in the Summer of 2010. Apprenticeships provide real career development opportunities for young people, linked to the achievement of NVQ's. This should improve the council's ability to recruit young people in the longer term. The Council also continues to be involved in the Careership project, which is designed to provide young people, still in full time education, with a recognised pathway

33

into health and social care. Future plans also include the ongoing use of social networking sites to attract young people to council vacancies.

Recruitment and Selection (Age Profile) - Progress during 2009/10

It was agreed to promote the provision of quality work experience placements and establish a council-wide apprenticeship scheme. The following corporate commitments were made:

- 200 work experience placements for schools and colleges in 2009/10 and 300 in 2010/11
- 60 work placements in 2009/10 and 80 in 2010/11
- 30 apprenticeships by the end of 2009/10 and 60 by the end of 2010/11

Further details are set out in the council's strategy for addressing worklessness. These initiatives are designed to help the council increase the percentage of younger people in the workforce

The following has been achieved in 2009/10

- 128 work experience placements for schools and colleges
- 36 work placements
- 18 apprenticeships employed
- Employees aged under 25 as at Q4 – 5.68% (567 employees)

It was agreed to establish an employee network for younger employees to provide peer support and inform the organisation about the experiences of younger people working in the council.

An initial cohort of 12 Apprentices commenced employment in Nov 2009 with a further 6 starting throughout the year. An Apprenticeship Network has been established, with quarterly meetings, and will become self managed. A 'Coffee and Natter' event was held the 4 February as an opportunity for managers to meet apprentices. Further media strands to improve engage with younger employees are currently being identified.

Recruitment and Selection (Age Profile) - Action for 2010/11

9. Achieve the following targets on placements and apprenticeships:
- 300 work experience placements for schools and colleges in 2010/11
- 80 work placements in 2010/11
- 60 apprenticeships by the end of 2010/11

Applicants for Employment - Sexual Orientation

Category – sexual orientation	Applied	Chance	Shortlisted	Chance	Appointed
Bisexual	29	-	0	-	0
Gay Man	70	1 in 23.3	3	-	0
Gay Woman/Lesbian	67	1 in 5.6	12	1 in 6	2
Heterosexual/Straight	5772	1 in 10.1	570	1 in 2.4	240
Not Stated	5216	1 in 9.6	546	1 in 3.2	169
Prefer not to say	309	1 in 10.7	29	1 in 2.9	10
Totals	11463		1160		421

This is the first year of monitoring the sexual orientation of job applicants. 48% of applicants chose not to state their sexual orientation. The data suggests that Gay Men particularly appear to stand less chance of getting to the interview stage and even less chance of being appointed. Despite almost getting back into Stonewall's top 100 employers of LGBT staff in 2009, due to budget constraints our membership of Stonewall has had to lapse. This means we no longer place the Stonewall logo on our job advertisements/recruitment literature. This is unfortunate as this promoted the council as an employer sensitive to the needs and aspirations of the LGBT community.

Applicants for Employment - religion and belief

Category – religion and belief	Applied	Chance	Shortlisted	Chance	Appointed
Buddhist	56	1 in 14	4	-	0
Christian	3002	1 in 10	300	1 in 2.2	138
Hindu	182	1 in 12.1	15	1 in 7.5	2
Jewish	9	-	0	-	0
Muslim	390	1 in 14.5	27	1 in 3.4	8
No religion	1415	1 in 10.8	131	1 in 2.0	66
Not stated	5488	1 in 9.4	587	1 in 3.2	183
Other religion	197	1 in 7.6	26	1 in 6.5	4
Prefer not to say	296	1 in 13.5	22	1 in 4.4	5
Sikh	431	1 in 9.0	48	1 in 3.2	15
Totals	**11463**		**1160**		**421**

This is the first year of monitoring the religion/belief of job applicants. 51% of applicants chose not to state their religion or belief.
The data suggests that applicants from all religions stand a similar chance of getting from the applicant stage to the short-listing stage. Following interview, however, it would appear that applicants whose religion is Hindu appear to have least chance of being appointed.

2.2 Regrading

There has been a moratorium on regrading applications during 2009/10. This is due to the work being undertaken on the job evaluation process for single status and the new pay and grading scheme.

2.3 Reasons for Staff Leaving Employment

Workforce (including schools)

Due to the broad categorisation of the reasons for leaving, it is still difficult to produce a qualitative analysis of leaver reasons. Charts 7a–d below show the profile of leavers; a breakdown of leaver reasons is illustrated in charts 7e–g.

[Chart 7a]

2009/2010 Leavers BME including schools

■ White ■ BME

13%

87%
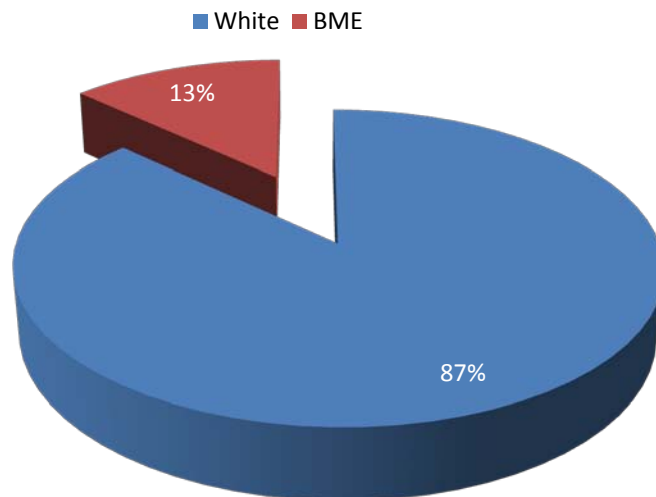
[Chart 7b]

2009/2010 Leavers Age Profile including schools by Headcount

■ Male ■ Female
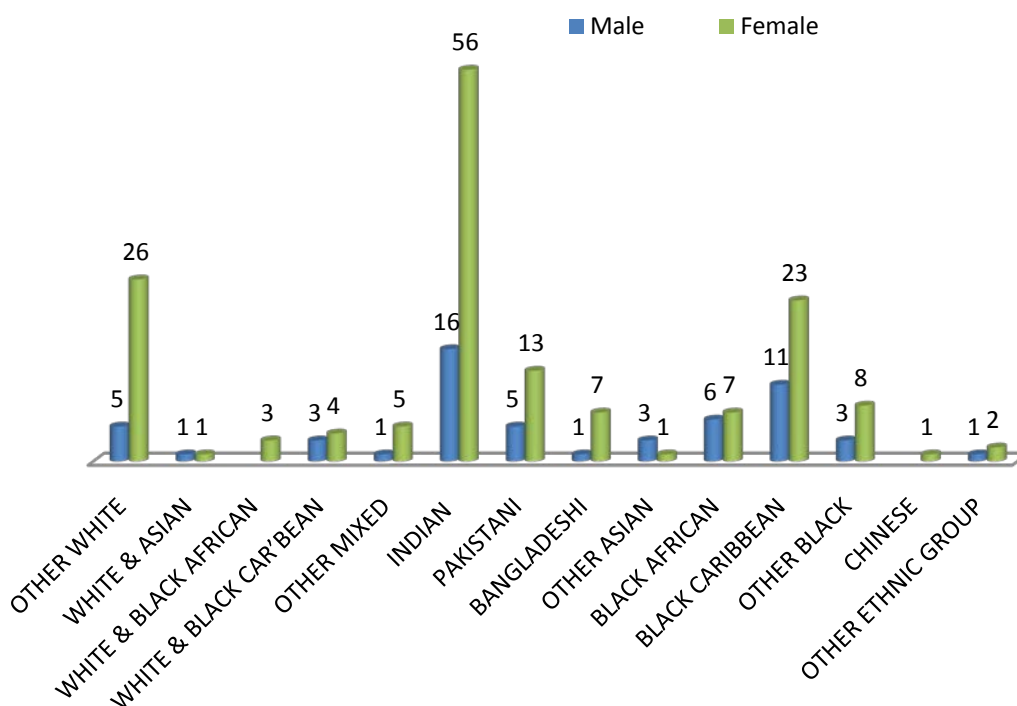
2009/2010 Leavers Disability including schools by Headcount
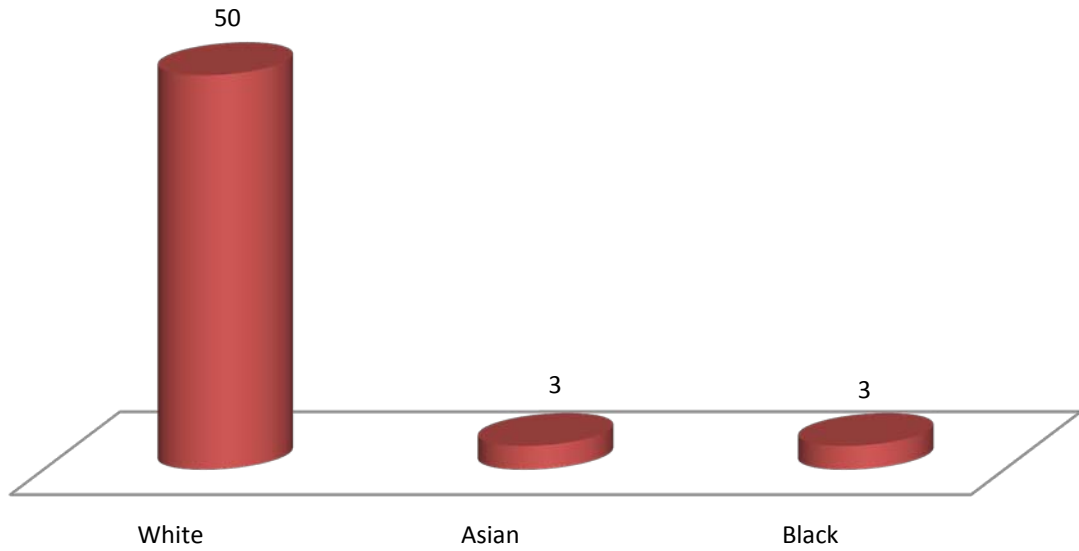
2009/2010 Leavers Age Profile including schools by Headcount
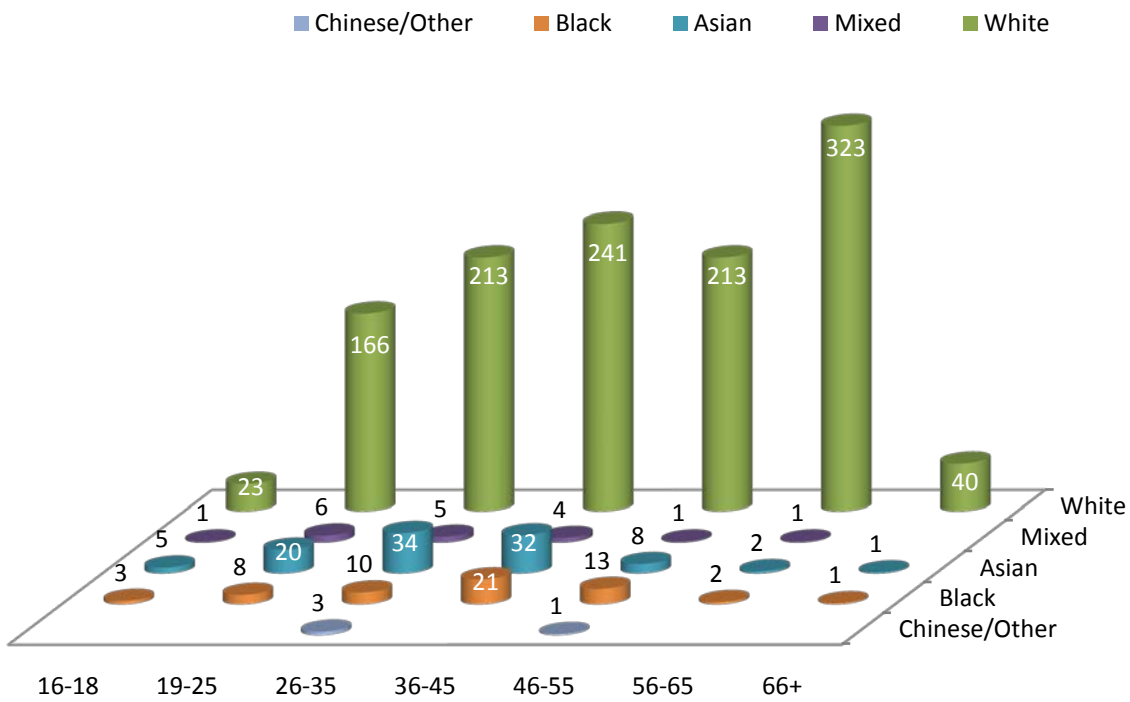
Leaver Reasons Including Schools	Mixed	Asian	Black	Chinese / Other	Not Stated	White
Career Break					1	
Compulsory Redundancy		1				20
Death in service		1				13
Dismissal	1	2	4			19
Dismissal Compromise Agreement						1
Dismissal ill health		2		1		6
Dismissal illegal worker			4			
Early retirement / efficiency of service						7
Early retirement / redundancy		1	1			55
Emigrating						1
End of Casual Contract	4	19	5		4	138
Fixed Term Contract	1	9	3	1	1	100
No Reason Given					2	
Resignation	10	57	28	2	10	498
Retirement	1		2			137
Retirement - ill health		1	2			12
Termination		1	2			29
TUPE	1	8	6			137
Voluntary Redundancy			1			16
Voluntary early retirement (ARB) Teachers only						30

Leaver Reasons by Gender / Disability Including Schools	Female	Male	Disability
Career Break	1		
Compulsory Redundancy	14	7	2
Death in service	9	5	1
Dismissal	13	13	3
Dismissal Compromise Agreement		1	
Dismissal ill health	8	1	
Dismissal illegal worker	3	1	
Early retirement / efficiency of service	4	3	1
Early retirement / redundancy	28	29	12
Emigrating	1		
End of Casual Contract	123	47	1
Fixed Term Contract	80	35	7
No Reason Given	2		
Resignation	459	146	12
Retirement	105	35	6
Retirement - ill health	8	7	4
Termination	16	16	3
TUPE	84	68	1
Voluntary Redundancy	8	9	1
Voluntary early retirement (ARB) Teachers only	22	8	2

Leaver Reasons by Age Including Schools	16-18	19-25	26-35	36-45	46-55	56-65	66+
Career Break					1		
Compulsory Redundancy		1	3	7	9	1	
Death in service			1	2	5	5	1
Dismissal			6	9	6	4	1
Dismissal Compromise Agreement					1		
Dismissal ill health				3	4	2	
Dismissal illegal worker			1	2		1	
Early retirement / efficiency of service					2	5	
Early retirement / redundancy					21	34	2
Emigrating					1		
End of Casual Contract	23	49	23	31	20	18	6
Fixed Term Contract	1	39	33	21	11	10	
No Reason Given				2			
Resignation	8	105	164	178	94	49	7
Retirement						118	22
Retirement - ill health				2	4	9	
Termination			3	5	11	13	
TUPE		7	33	42	41	26	3
Voluntary Redundancy			1	4	4	8	
Voluntary early retirement (ARB) Teachers only					3	27	

Workforce Excluding Schools

2009/2010 Leavers BME excluding schools

■ White ■ BME

14%

86%
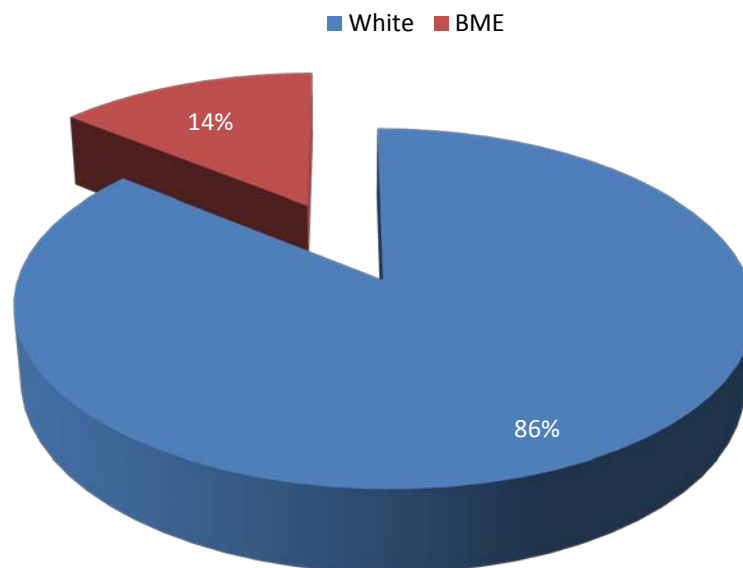
2009/2010 Leavers excluding schools BME Profile by Headcount

■ Male ■ Female

Category	Male	Female
OTHER WHITE	5	11
WHITE & ASIAN	1	
WHITE & BLACK AFRICAN		2
WHITE & BLACK CAR'BEAN	2	2
OTHER MIXED		3
INDIAN	5	23
PAKISTANI	4	4
BANGLADESHI	1	1
OTHER ASIAN	2	
BLACK AFRICAN	3	4
BLACK CARIBBEAN	9	16
OTHER BLACK	2	3
CHINESE		1
OTHER ETHNIC GROUP	1	1
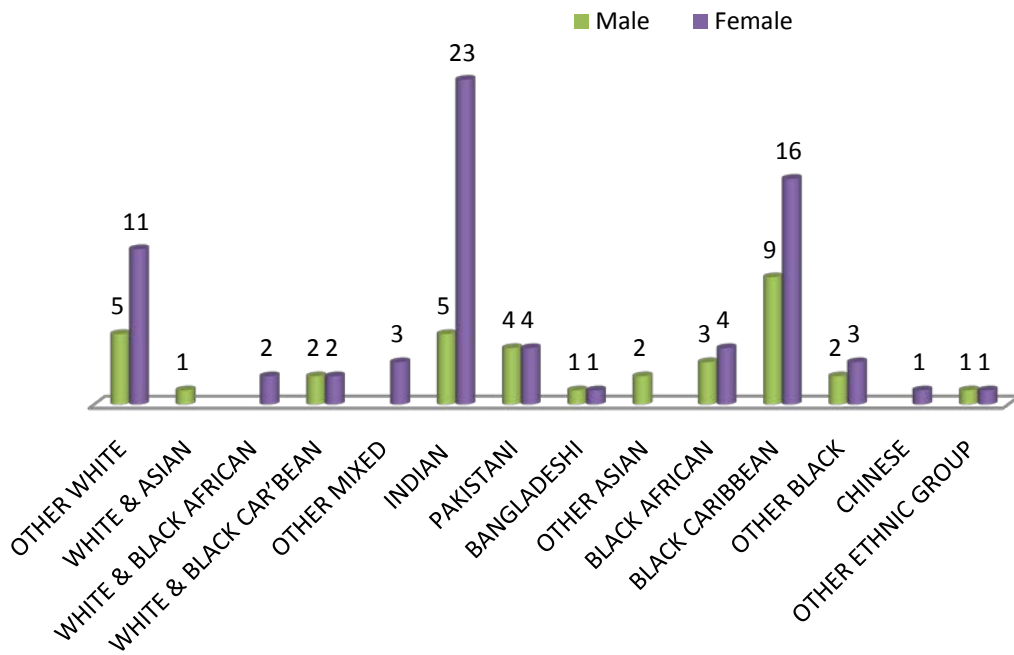
2009/2010 Leavers Disability excluding schools by Headcount
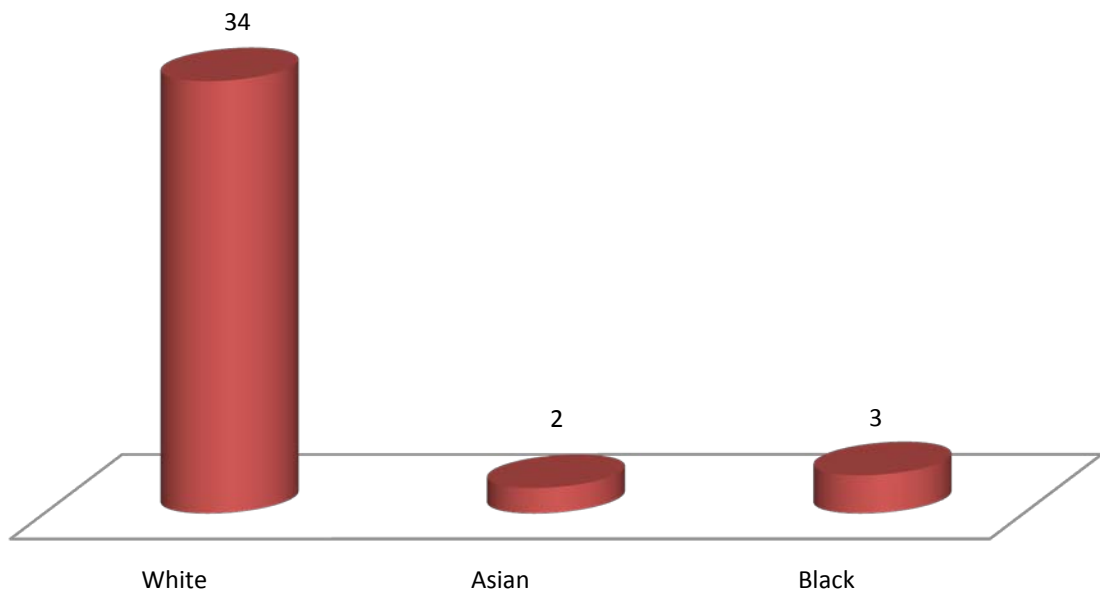
	White	Asian	Black
	34	2	3

2009/2010 Leaver Age Profile excluding schools

■ Chinese/Other ■ Black ■ Asian ■ Mixed ■ White
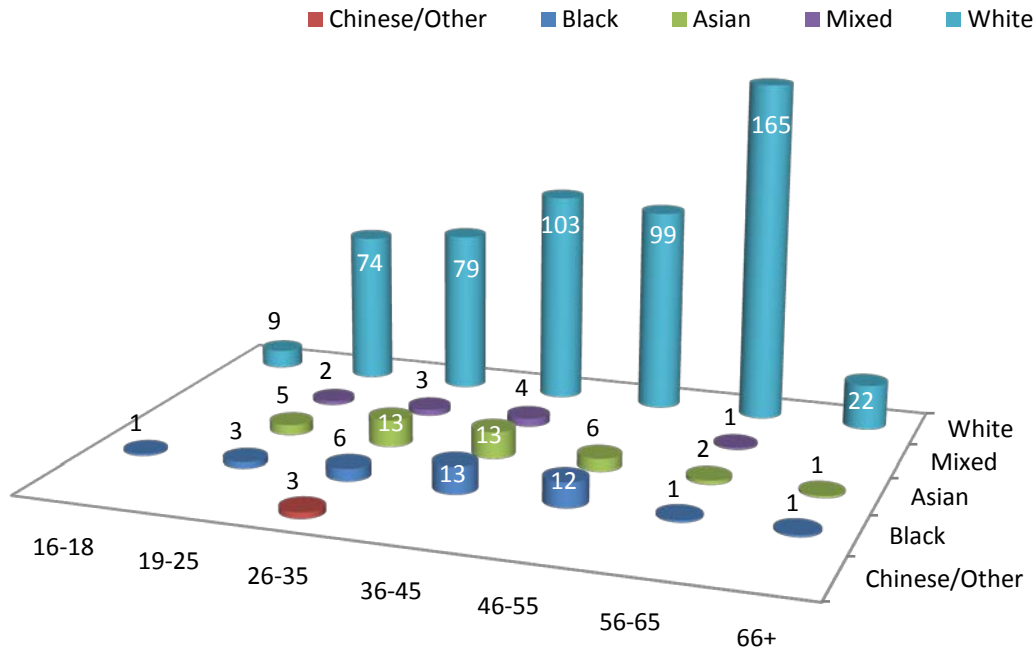
Leaver Reasons by BME Excluding Schools	Mixed	Asian	Black	Chinese / Other	Not Stated	White
Career Break					1	
Compulsory Redundancy		1				7
Death in service		1				7
Dismissal	1	2	3			15
Dismissal ill health		1				3
Dismissal illegal worker			3			
Early retirement / efficiency of service						5
Early retirement / redundancy		1	1			43
End of Casual Contract	1	5	1		3	44
Fixed Term Contract		3	1	1		25
No Reason Given					2	
Resignation	6	24	21	2	8	244
Retirement	1		1			83
Retirement - ill health		1	1			10
Termination		1	2			14
TUPE	1		2			45
Voluntary Redundancy			1			6

Leaver Reasons by Gender / Disability Excluding Schools	Female	Male	Disability
Career Break	1		
Compulsory Redundancy	4	4	1
Death in service	4	4	1
Dismissal	10	11	2
Dismissal ill health	3	1	
Dismissal illegal worker	3		
Early retirement / efficiency of service	2	3	1
Early retirement / redundancy	19	26	11
End of Casual Contract	35	19	
Fixed Term Contract	16	14	7
No Reason Given	2		
Resignation	215	90	6
Retirement	65	20	3
Retirement - ill health	6	6	3
Termination	6	11	3
TUPE	9	39	
Voluntary Redundancy	2	5	1

Leaver Reasons by Age Excluding Schools	16-18	19-25	26-35	36-45	46-55	56-65	66+
Career Break					1		
Compulsory Redundancy			2	3	2	1	
Death in service				2	2	3	1
Dismissal			3	7	6	4	1
Dismissal ill health				1	1	2	
Dismissal illegal worker			1	1		1	
Early retirement / efficiency of service					2	3	
Early retirement / redundancy					18	25	2
End of Casual Contract	6	21	9	8	8	2	
Fixed Term Contract	1	11	6	4	5	3	
No Reason Given				2			
Resignation	3	52	76	91	45	35	3
Retirement						69	16
Retirement - ill health					4	8	
Termination			2	2	6	7	
TUPE		1	6	16	17	7	1
Voluntary Redundancy			1	4	1	1	

Employee Retention - Progress during 2009/10

The development of the grievance, bullying and anti-harassment policy in 2008/09 has assisted in exploring options for providing appropriate support for employees who are experiencing harassment or discrimination.

It was also agreed to investigate innovative approaches to improve exit interview compliance and provide information for organisational learning purposes.

Schemes in operation in other local authorities have been benchmarked and an on-line 'off the shelf' tool explored to see if it will increase the take up of exit interviews. As part of this, experiences of black staff leavers have been analysed and compared to the wider cohort of leavers.

Managers are regularly reminded of their responsibility to conduct interviews for employees who are leaving and the number of employees attending an exit interview and completing a questionnaire improved during 2009/10. There were 63.64% as at Q4 completed leaver proformas received prior to the employee leaving.

Leaver reasons have now been re-classified to enable more meaningful analysis to be undertaken. This will assist in distinguishing between internal moves within the council and employees who leave to join other organisations. However, there is scope for further expansion of reasons in future to provide additional analysis if required.

Anticipated cuts in public sector expenditure in 2010/11 and beyond are likely to lead to substantial reductions in the workforce. It is essential that redundancy policies and approaches to redeployment are robust and do not disadvantage specific groups of employees. A review of policies on redundancy and redeployment will be undertaken in the early part of 2010/11and this will include an Equality Impact Assessment.

Employee Retention - Actions for 2010/11

9. Complete the Equality Impact Assessment on exit interview arrangements.

10. Undertake an Equality Impact Assessment as part of the review of the council's redundancy and redeployment policies.

2.4 Training (Applicants for training and staff receiving training)

Staff Training By Ethnicity

The analysis of staff training by ethnicity is as follows:

[Chart 8a]

Staff Training Attended Year on Year by BME Groups (%)

Legend: ■ MIXED ■ ASIAN ■ BLACK ■ CHINESE AND OTHER ■ NOT DECLARED

Category	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	Workforce Profile all staff
MIXED	0.6	0.76	1.51	1.45	1.68	1.07
ASIAN	7.7	8.62	8.00	8.64	8.57	7.88
BLACK	4.7	4.6	5.53	6.34	7.78	3.29
CHINESE AND OTHER	0.2	0.45	0.72	0.26	0.38	0.29
NOT DECLARED	3.1	2.0	2.1	2.38	1.17	0.87
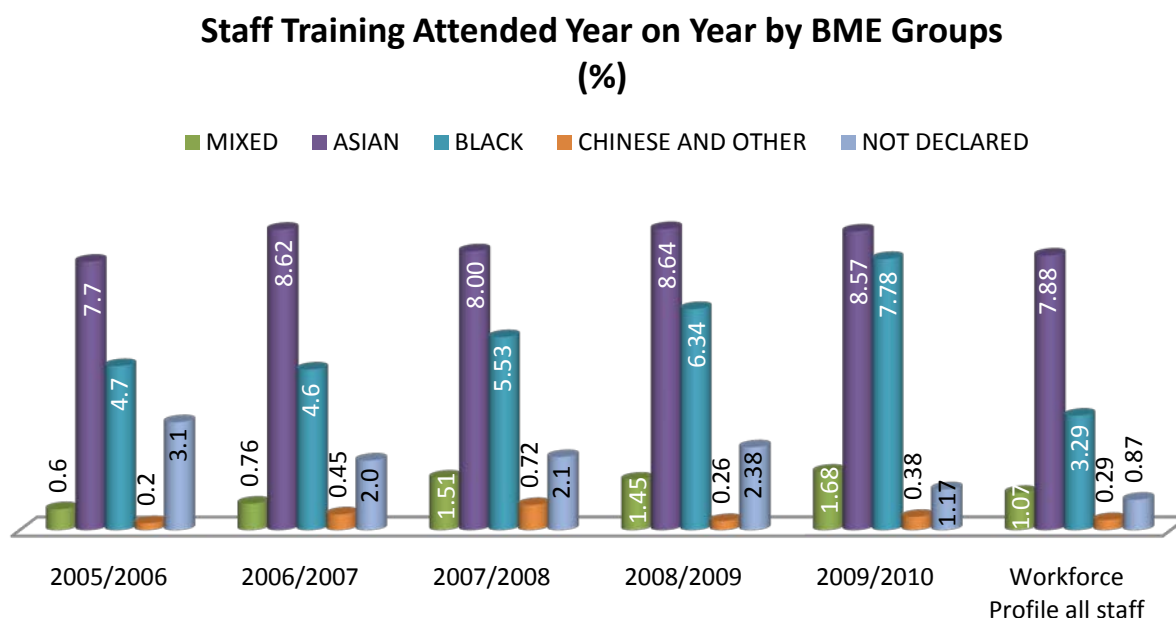
Staff Training Attended Year on Year by White & BME Groups (%)							
	2004/05	**2005/06**	**2006/07**	**2007/08**	**2008/09**	**2009/10**	**WFP all staff**
White	84.3	83.7	83.57	82.14	80.93	80.43	86.6
BME	13.1	13.2	14.43	15.76	16.69	18.41	12.53

Commentary

All applicants on the council's corporate training and development programmes are offered places on the basis that the relevance of the course has been identified within supervision and in the Individual Performance Management (IPM) process, which is reviewed every 6-8 weeks and formally updated every 6 months. Training and development needs are identified and target dates set for provision of formal training opportunities in addition to shadowing, mentoring and coaching arrangements where this is appropriate.

Chart 8a above shows the percentage of staff who attended training provided through Walsall council's leadership and development programme between 1 April 2009 and 31 March 2010 by ethnic group. Analysis by gender, age and disability is depicted on the following pages in charts 8b,8c and 8d.

Overall, the figures for 2009/10 above show positive representation of BME staff who have attended the corporate training programme against the staffing profile of the council. The figures show that the general profile of attendees has remained broadly constant, although there has been a slight increase in

all BME groups. Coaching and mentoring support is also provided for individual employees and is not reflected in these figures.

During 2009/10, the e-learning pilot helped to improve the accessibility of training and development opportunities. Flexibility in the times that training takes place also provides increased opportunities for part-time staff.

Training and Development - Progress during 2009/10

The council has committed to improve monitoring to reflect all development activities so that take-up can be monitored and measured against the workforce profile, including salary grades. Since 1April 2009 the human resources and payroll information system, Trent, has been able to capture all development activities booked through the Human Resources and Development service.

In recognition, however, that training that is commissioned by directorates is still not captured on this system, a council wide skills audit has commenced. This work, currently underway in the Regeneration directorate will provide employees with a prompt to check and update their training and development activities. The schools personal details audit has collected and verified qualifications held by school based staff and this has been uploaded into Trent.

The council's new Management Competency Framework went live on 22 January 2010 and will be rolled out from senior managers through to supervisor level. The Corporate Management Team were the first group to be assessed against this framework.
Within this framework, the 'communicate with people' module includes specific behaviours relating to fairness and equality. Training programmes are now advertised and available to develop and support all aspects of the competency framework.

Training and Development - Actions for 2010/11

11. Complete the skills audit project for all council services by April 2011.

12. The Management Competency Framework will be used, together with the qualitative analysis of the career pathways survey (see Action 1), to identify appropriate, positive action initiatives designed to increase representation in senior management grades, in accordance with the requirements of the Equality Act 2010.

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Staff Training by Gender Year on Year (%)

■ MALE　■ FEMALE　■ NOT DECLARED

Staff Training Attended by Age 2009/10 (%)

■ 16-18　■ 19-25　■ 26-35　■ 36-45　■ 46-55　■ 56-65　■ 65+
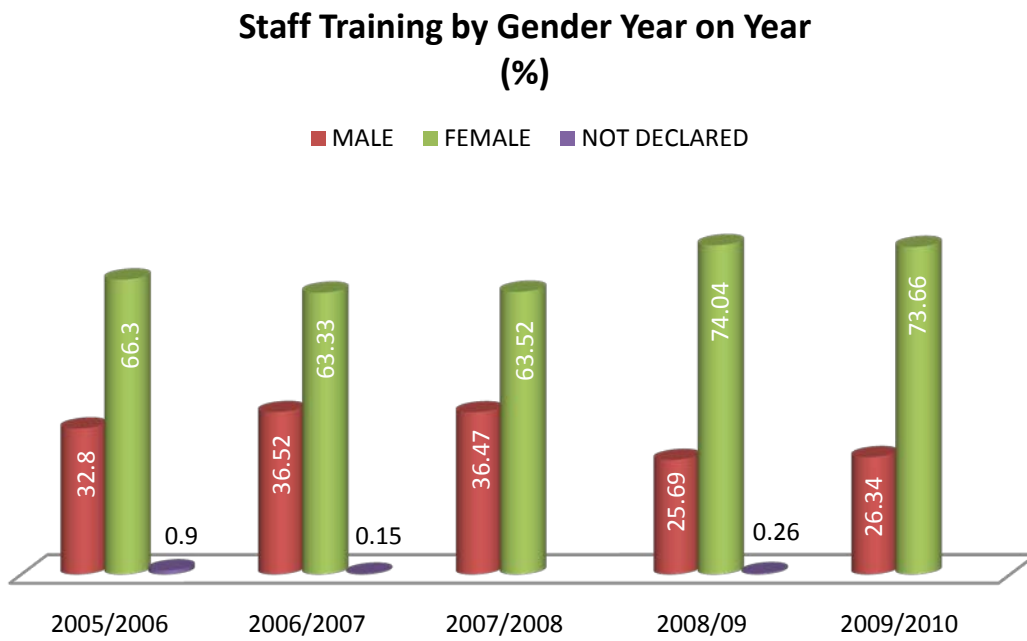
Training Attendance by Disability

Training Attended by Disability Year on Year (%)

■ DISABILITY ■ NO DISABILITY ■ NOT DECLARED

	2005/2006	2006/2007	2007/2008	2008/09	2009/10
DISABILITY	3.60	4.46	5.80	4.54	5.50
NO DISABILITY	94.2	94.4	93.08	94.25	86.58
NOT DECLARED	2.10	1.14	1.10	1.20	7.93

2.5 Staff Involved in Grievances

The recording system used for this grievance and disciplinary data collects information only about people employed by the council and excludes schools. Schools have their own governance arrangements with regards to employment legislation.

Although there was an overall increase from 2008/09 to 2009/10, the figure is still lower than previous years.

Number of Grievance Cases Year on Year			
2006/07	**2007/08**	**2008/09**	**2009/10**
67	59	10	32

Chart 9a shows the distribution of staff who have lodged a formal grievance by ethnic group between 1 April 2008 and 31 March 2009.

The figures show that in 2009/10, of the 32 cases, 11 (34%) were taken out by BME staff. The corresponding figure for 2008/09 was 2 out of 10 (20%)

In 2009/10, 20 of those involved in formal grievances were women, 12 were men; of these 4 declared a disability (see Chart 9b). The age distribution is shown in Chart 9c.

[Chart 9a]

Staff involved in Grievance Action 2009/2010 by Ethnicity

WHITE   BLACK   ASIAN   MIXED
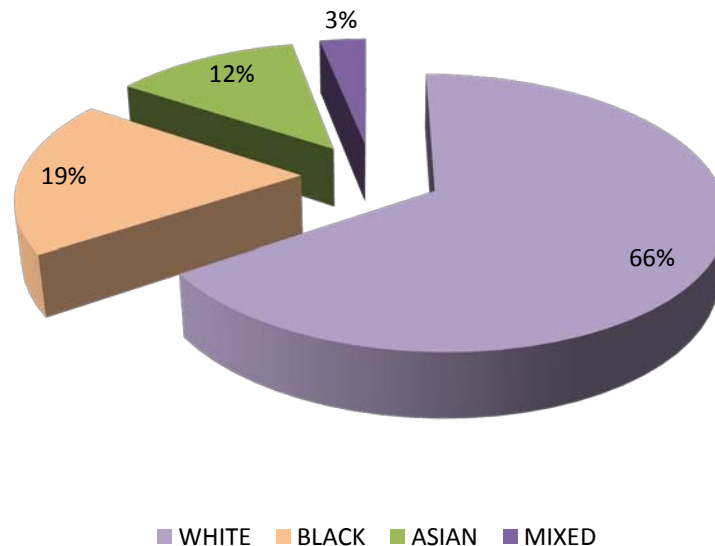
Staff involved in Grievance Action 2009/10
(by Number of People)

| Male | Female | Disability |

12   20   4
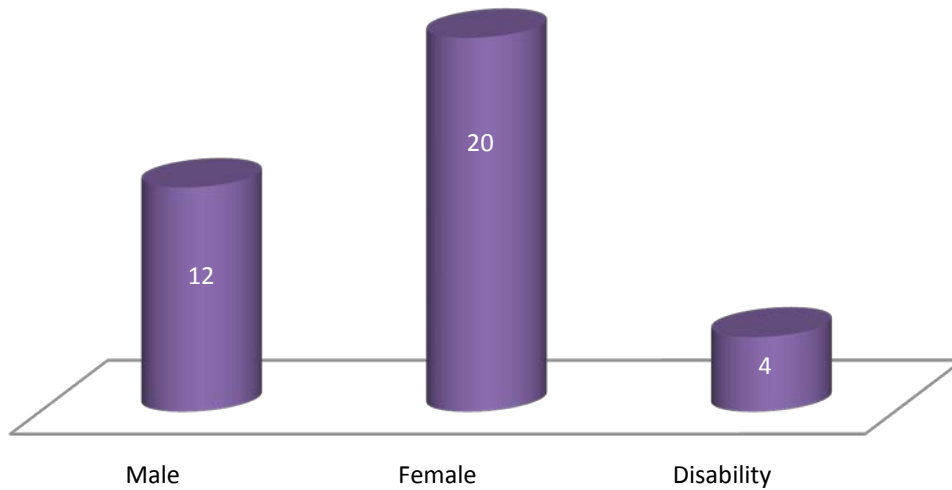
Staff involved in Grievance Action by Age 2009/2010

■ 19-25   ■ 26-35   ■ 36-45   ■ 46-55   ■ 56-65
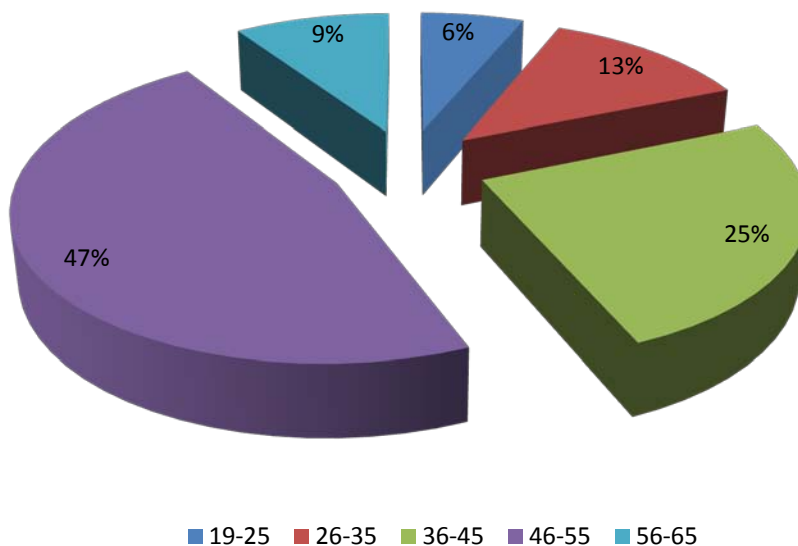
The council's grievance, bullying and anti-harassment policies were reviewed and a new policy was implemented in 2008/09. This review included extensive consultation with relevant stakeholders, such as employee networks and trade unions. As part of this review, an Equality Impact Assessment was undertaken to inform the development of the policy.

2.6 Staff Involved in Disciplinary Action

These cases reflect the serious cases of alleged misconduct. Informal and low level misconduct is managed informally at a local level and is not included here.

The grid below shows that, while there was a continuous decrease in disciplinaries from 2005/06 to 2008/09, the trend has now been reversed and there was an increase in 2009/10.

Number of Disciplinary Cases Year on Year					
2004/05	2005/06	2006/07	2007/08	2008/09	2009/10
50	81	68	40	17	35

Chart 10a shows the distribution of staff involved in disciplinary procedures at Walsall Council by ethnic group between 1 April 2009 and 31 March 2010.

[Chart 10a]

Staff involved in Disciplinary Action 2009/2010 by Ethnicity
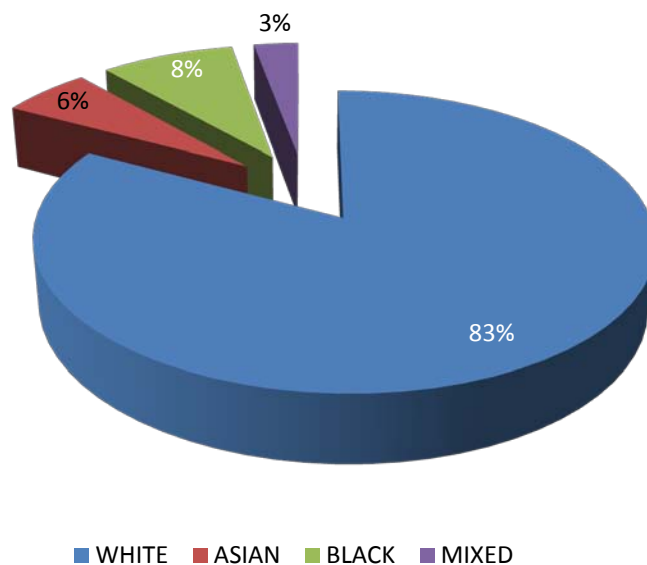
6 (17%) of the 2009/10 cases concerned BME staff.

25 employees who were subject to disciplinary action were men, 10 were women. 3 declared they had a disability (see Chart 10b.) The age distribution is shown in chart 10c.

Staff involved in Disciplinary Action 2009/10
(by Number of People)

Staff involved in Disciplinary Action by Age 2009/2010
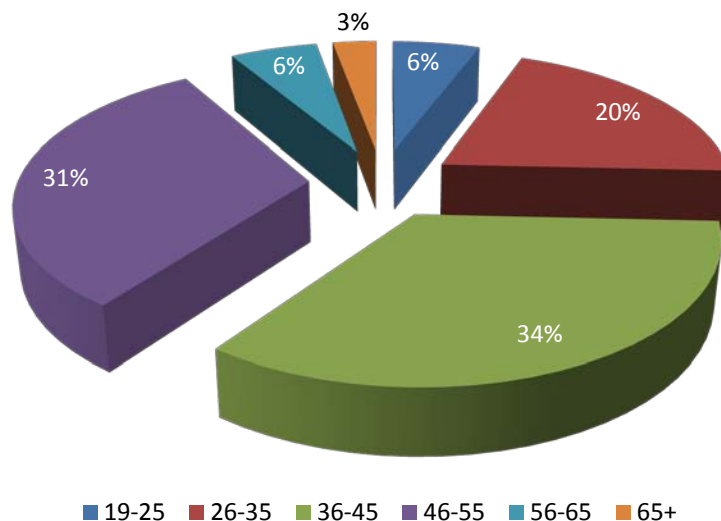
The council's Disciplinary Policy was reviewed in 2007/08 and a new policy implemented with effect from 1 July 2008. The review included extensive consultation with relevant stakeholders such as employee networks and trade unions. As part of this review an Equality Impact Assessment was undertaken and this informed the development of the policy.

Disciplinary and Grievance - Progress during 2009/10

Since 1 April 2009, the quality of disciplinary and grievance information has been improved and routinely reported to corporate and directorate performance boards. Preparatory work has been undertaken to capture this information on Trent and this will enable analysis to be undertaken to identify any patterns or relationships between categories of employees involved in grievance and disciplinary cases.

2.7 Staff Involved in Anti Bullying Action

This category is reported here for the first time. Chart 11a shows the distribution of staff involved in anti-bullying procedures at Walsall Council by ethnic group between 1 April 2009 and 31 March 2010.

[Chart 11a]

Staff involved in Anti Bullying Action 2009/2010 by Ethnicity

■ WHITE ■ ASIAN
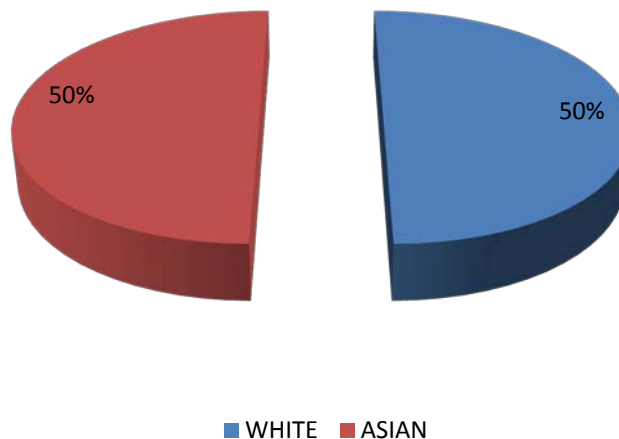
2 (50%) of the 2009/10 cases concerned BME staff.

4 staff subject to Anti Bullying action was women. 1 declared they had a disability (see Chart 11b.) The age distribution is shown in chart 11c.

**Staff involved in Anti Bullying Action 2009/10
(by Number of People)**

4

1

■ Female ■ Disability

Staff involved in Anti Bullying Action by Age 2009/2010

25%

25%

25%

25%

■ 19-25 ■ 36-45 ■ 46-55 ■ 56-65
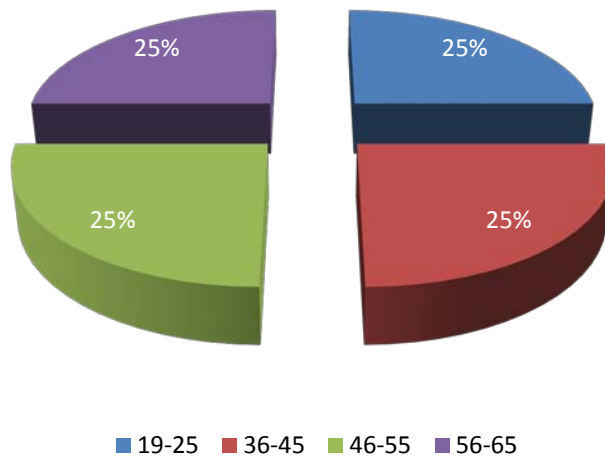
3. Summary of Actions and Conclusion

3.1 Summary of Actions

1. The qualitative analysis of the career pathways survey will be used together with the workforce profiles to review workforce targets and develop more effective positive action initiatives to assist underrepresented groups to move into leadership positions.

2. Identify and implement a suitable pay and grading model in order to narrow the pay inequality between men and women.

3. Complete the Equality Impact Assessment of the recruitment policy.

4. Finalise and implement the equality and diversity training programme for managers.

5. Increase the recruitability scheme to 12 places and provide 25 additional interventions for people with disabilities in 2010/11.

6. Ensure that arrangements are in place to educate managers to provide 'reasonable adjustments' in suitable timescales; use the Trent system for recording alternative formats and reasonable adjustments, as outlined in the council's Equality Scheme 2010-2013.

7. Ensure that there is consistent application of personnel policies and procedures by managers.

8. Achieve the following targets on placements and apprenticeships:
- 300 work experience placements for schools and colleges in 2010/11
- 80 work placements in 2010/11
- 60 apprenticeships by the end of 2010/11

9. Complete the Equality Impact Assessment on exit interview arrangements.

10. Undertake an Equality Impact Assessment as part of the review of the council's redundancy and redeployment policies.
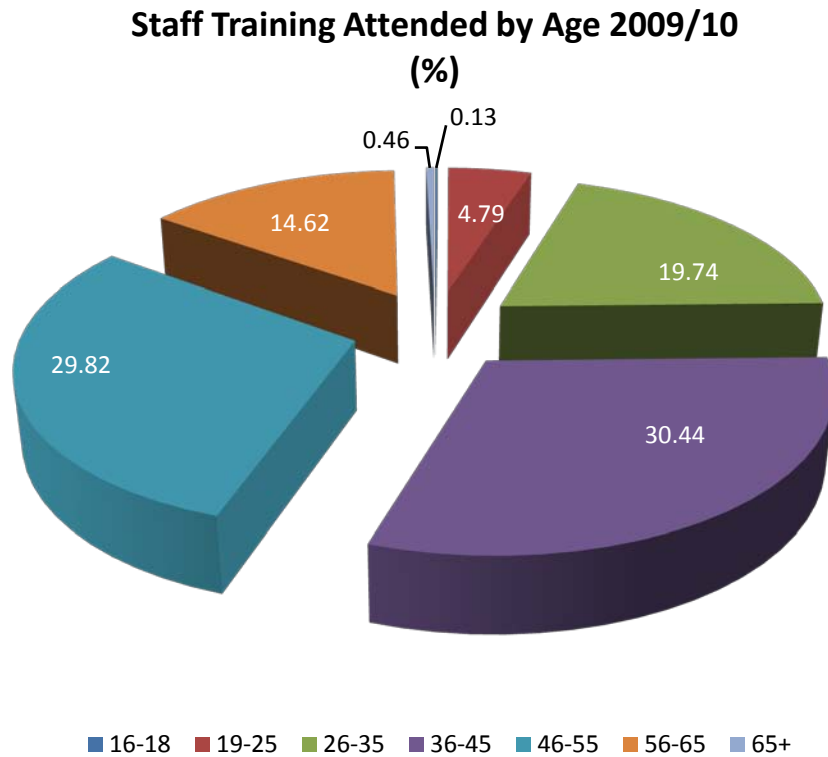
11. Complete the skills audit project for all council services by April 2011.

12. The Management Competency Framework will be used, together with the qualitative analysis of the career pathway survey (see Action 1), to identify appropriate, positive action initiatives designed to increase representation in senior management grades, in accordance with the requirements of the Equality Act 2010.

3.2 Conclusion
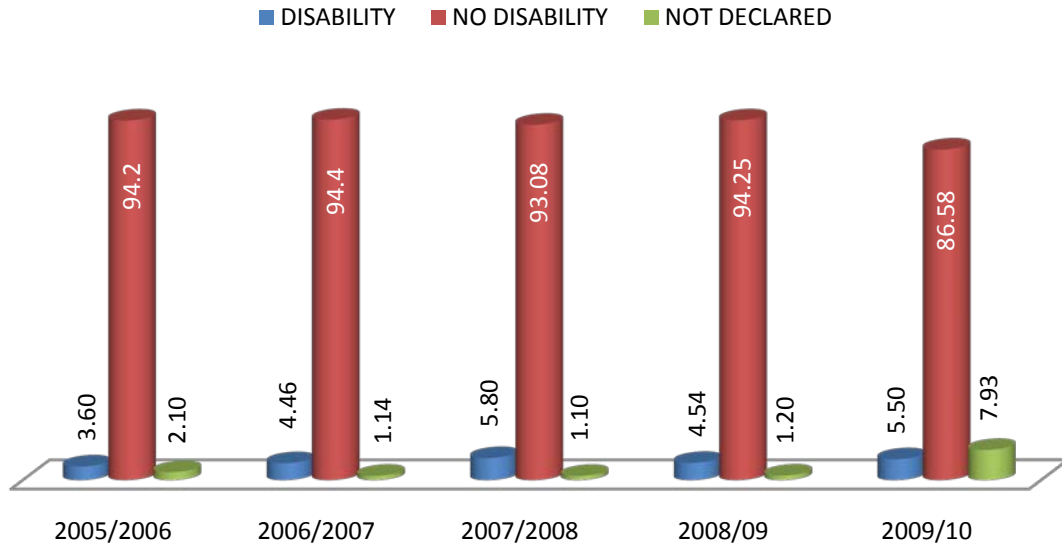
This report provides evidence of the council's current performance and the progress that has been made since the production of the first Employment Monitoring Report. Our target for 2010/11 is to maintain our reputation as an authority that is achieving well under the EFLG.

Further improvements will require the rigorous application of equality impact assessments on employment policies and practices, providing opportunities to continually review, refresh and learn about the impact of these on our diverse workforce.

The expansion and improvement of monitoring systems for employee data is also essential in ensuring that the council is able to fully meet its duties under equalities legislation and improve its overall performance on equality and diversity.

The employee and manager portal introduced in March 2007 has enabled managers to access equality monitoring data for their workforce and awareness continues to be enhanced by the inclusion of a workforce profile within the council's service planning template. As part of this approach managers are specifically required to consider the specific actions that are needed within their service to develop a more representative workforce. The support of directorate equality boards has been critical to this initiative.

The provision of equality data on employee performance remains a challenge and this requirement has been taken into consideration in the review of the Individual Performance Management (IPM) and appraisal procedures, which is due for completion in early 2009/10.

The council will continue to improve the presentation of the annual employment monitoring report, including additional analysis of all equality categories to ensure that it reflects best practice and conforms with legal duties.

The inclusion of the workforce profile by pay grade and the planned development of a broader set of organisational health indicators for equality and diversity will enhance the council's ability to measure progress and achieve its aspirations for a workforce that is representative of its communities.

Comments and suggestions on this report are welcome.

For further information/queries or if you require this report in an alternative format or language please contact:

Head of Human Resources & Development on:-
Tel: 01922 655600
Email:

Appendix

A) Ethnic Composition of Economically Active People (Aged 16-74) in Walsall

	Total Borough Population	Economically active	Economically Active Rate (%)	Economically Active Population (%)
Sub Totals				
White	158407	101387	64	88.8
Mixed	1227	794	64.7	0.7
Asian	17686	9780	55.3	8.6
Black	2620	1742	66.5	1.5
Chinese/Other	708	429	60.6	0.4
Detail				
A = British	155903	99894	64.1	87.5
A = Irish	1203	661	54.9	0.6
A = Other White	1301	832	64	0.7
B = White & Black Caribbean	673	432	64.2	0.4
B = White & Black African	38	27	71.1	0.1
B = White & Asian	356	224	62.9	0.2
B = Other Mixed	160	111	69.4	0.1
C = Indian	9908	6316	63.7	5.5
C = Pakistani	5703	2489	43.6	2.2
C = Bangladeshi	1436	596	41.5	0.5
C = Other Asian	639	379	59.3	0.3
D = Black Caribbean	2137	1449	67.8	1.3
D = Black African	301	161	53.5	0.1
D = Other Black	182	132	72.5	0.1
E = Chinese	426	259	60.8	0.2
E = Other Ethnic Group	282	170	60.3	0.2
Source: 2001 Census, [Key Statistics for Local Authorities]. Crown copyright.				
Cells in this table have been randomly adjusted to avoid the release of confidential data.				

B) Walsall MBC Workforce by Ethnicity including Schools as at 31/03/09

Ethnicity Group	Comparison Figures									
	2005/2006		2006/2007		2007/2008		2008/2009		2009/2010	
Sub Totals	No.	%	No.	%	No	%	No	%	No	%
White	9348	89.4	9460	89.1	10193	87.5	9745	86.6	9397	86.6
Mixed	80	0.8	83	0.77	115	0.98	120	1.07	118	1.08
Asian	651	6.2	726	6.8	842	7.2	884	7.88	898	8.23
Black	332	3.2	358	3.35	397	3.4	370	3.29	375	3.44
Chinese/Other	29	0.3	28	0.26	34	0.29	33	0.29	29	0.27
Detail										
A = WHITE BRITISH	9150	87.5	9261	87.64	9995	85.8	9549	84.9	9218	84.5
A = IRISH	45	0.4	49	0.46	54	0.46	52	0.46	52	0.48
A = OTHER WHITE	153	1.5	150	1.4	144	1.2	145	1.29	127	1.16
B = WHITE & ASIAN	15	0.1	14	0.13	24	0.2	21	0.19	24	0.22
B = WHITE & BLACK AFRICAN	10	0.1	10	0.09	10	0.08	11	0.10	7	0.06
B = WHITE & BLACK CARIBBEAN	39	0.4	43	0.4	56	0.4	62	0.55	66	0.60
B = OTHER MIXED	16	0.2	16	0.15	25	0.21	26	0.23	21	0.19
C = INDIAN	465	4.4	511	4.78	584	5.01	626	5.57	628	5.76
C = PAKISTANI	126	1.2	142	1.33	176	1.51	167	1.49	180	1.65
C = BANGLADESHI	33	0.3	37	0.35	43	0.37	50	0.44	47	0.43
C = OTHER ASIAN	27	0.3	36	0.34	39	0.33	41	0.36	43	0.39
D = BLACK AFRICAN	46	0.4	50	0.47	55	0.47	55	0.49	55	0.50
D = BLACK CARIBBEAN	225	2.2	248	2.32	272	2.33	258	2.29	269	2.47
D = OTHER BLACK	61	0.6	60	0.56	70	0.6	57	0.51	51	0.47
E = CHINESE	5	0.1	4	0.04	7	0.06	7	0.06	6	0.05
E = OTHER ETHNIC GROUP	24	0.2	24	0.22	27	0.23	26	0.23	23	0.21
NOT STATED			25	0.23	63	0.54	96	0.87	95	0.87
Total	10452	100	10680	100	11644	100	11249	100	10912	100

C) Workforce by Gender (including schools)

Ethnicity Group	2005/2006				2006/2007				2007/2008				2008/2009				2009/2010			
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
Sub Totals	No.	%	No.	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
White	2126	20.4	7221	69.2	2142	20.06	7217	68.53	2347	20.1	7846	67.3	2311	20.5	7422	66	2189	20.1	7208	66.1
Mixed	26	0.1	54	0.5	30	0.29	63	0.5	42	0.36	73	0.62	42	0.37	78	0.69	45	0.41	73	0.67
Asian	142	1.4	509	4.9	157	1.46	569	5.32	177	1.52	665	5.71	180	1.60	704	6.28	177	1.62	721	6.61
Black	103	1	229	2.2	113	1.06	245	2.29	122	1.04	275	2.36	113	1.00	257	2.29	123	1.13	252	2.31
Chinese/Other	7	0.1	21	0.2	5	0.05	23	0.23	5	0.04	29	0.24	5	0.04	28	0.25	5	0.05	24	0.22
Detail																				
A = WHITE BRITISH	2078	19.9	7071	67.7	2093	19.6	7168	67.12	2302	19.7	7693	66.06	2265	20.1	7271	64.6	2144	19.6	7074	64.8
A = IRISH	10	0.1	35	0.3	11	0.1	38	0.36	13	0.16	41	0.35	15	0.13	37	0.33	15	0.14	37	0.34
A = OTHER WHITE	38	0.4	115	1.1	38	0.36	112	1.05	32	0.27	112	0.96	31	0.28	114	1.01	30	0.27	97	0.89
B = WHITE & ASIAN	5	0	10	0.1	3	0.03	11	0.1	8	0.06	16	0.13	4	0.03	17	0.15	5	0.05	19	0.17
B = WHITE & BLACK AFRICAN	2	0	8	0.1	4	0.04	6	0.06	3	0.02	7	0.06	4	0.04	7	0.06	3	0.03	4	0.04
B = WHITE & BLACK CARIBBEAN	15	0.1	24	0.2	20	0.19	23	0.22	24	0.2	32	0.27	27	0.24	35	0.31	31	0.28	35	0.32
B = OTHER MIXED	4	0	12	0.1	3	0.03	13	0.12	7	0.06	18	0.15	7	0.06	19	0.17	6	0.05	15	0.14
C = INDIAN	102	1	363	3.5	108	1.01	403	3.77	117	1	467	4.01	124	1.10	502	4.47	121	1.11	507	4.65
C = PAKISTANI	20	0.2	106	1	28	0.26	114	1.07	40	0.34	136	1.16	34	0.30	133	1.19	35	0.32	145	1.33
C = BANGLADESHI	9	0.1	24	0.2	9	0.08	28	0.26	7	0.06	36	0.3	8	0.07	42	0.37	8	0.07	39	0.36
C = OTHER ASIAN	11	0.1	16	0.2	12	0.11	24	0.22	13	0.16	26	0.22	14	0.12	27	0.24	13	0.12	30	0.27
D = BLACK AFRICAN	19	0.2	27	0.3	19	0.18	31	0.29	21	0.18	34	0.29	19	0.17	36	0.32	22	0.20	33	0.30
D = BLACK CARIBBEAN	71	0.7	154	1.5	80	0.75	168	1.57	84	0.72	188	1.61	80	0.71	178	1.58	88	0.81	181	1.66
D = OTHER BLACK	13	0.1	48	0.5	14	0.13	46	0.43	17	0.14	53	0.45	14	0.12	43	0.39	13	0.12	38	0.35
E = CHINESE	0	0	5	0	0	0	4	0.04	1	0	6	0.05	1	0.01	6	0.05	1	0.01	5	0.05
E = OTHER ETHNIC GROUP	7	0.1	16	0.2	5	0.05	19	0.19	4	0.03	23	0.19	4	0.04	22	0.20	4	0.04	19	0.17
NOT STATED					5	0.05	20	0.19	14	0.12	49	0.42	27	0.24	70	0.63	22	0.20	73	0.67
Total	2404	23%	8034	77%	2452	23%	8228	77%	2693	24%	8888	76%	2677	23.8%	8559	76.1%	2561	23.5%	8351	76.5%

D) Workforce by Disability (including schools)

Ethnicity Group	2005/2006		2006/2007		2007/2008		2008/2009		2009/2010	
	Disability		Disability		Disability		Disability		Disability	
Sub Totals	No.	%	No.	%	No	%	No	%	No	%
White	135	89.4	195	3.56	261	2.24	261	2.32	248	2.27
Mixed	0	0	2	0.04	2	0.01	1	0.01	1	0.01
Asian	7	4.7	17	0.31	20	0.17	20	0.18	17	0.16
Black	8	5.3	15	0.33	19	0.16	12	0.11	12	0.11
Chinese/Other	1	0.7	1	0.02	1	0.01	0	0	0	0
Detail										
A = WHITE BRITISH	130	86.1	188	3.43	254	2.18	254	2.26	242	2.22
A = IRISH	1	0.7	1	0.02	1	0.01	1	0.01	1	0.01
A = OTHER WHITE	4	2.6	6	0.11	6	0.05	6	0.05	5	0.05
B = WHITE & ASIAN	0	0	0	0	1	0.01	1	0.01	1	0.01
B = WHITE & BLACK AFRICAN	0	0	0	0	0	0	0	0	0	0
B = WHITE & BLACK CARIBBEAN	0	0	1	0.02	0	0	0	0	0	0
B = OTHER MIXED	0	0	1	0.02	1	0.01	0	0	0	0
C = INDIAN	6	4	13	0.24	13	0.11	13	0.12	12	0.11
C = PAKISTANI	0	0	4	0.07	7	0.06	7	0.06	5	0.05
C = BANGLADESHI	1	0.7	0	0	0	0	0	0	0	0
C = OTHER ASIAN	0	0	0	0	0	0	0	0	0	0
D = BLACK AFRICAN	1	0.7	2	0.04	2	0.01	1	0.01	1	0.01
D = BLACK CARIBBEAN	5	3.3	9	0.16	12	0.10	9	0.08	10	0.09
D = OTHER BLACK	2	1.3	4	0.07	5	0.04	2	0.02	1	0.01
E = CHINESE	0	0	0	0	0	0	0	0	0	0
E = OTHER ETHNIC GROUP	1	0.7	1	0.02	1	0.01	0	0	0	0
NOT STATED			1	0.02	2	0.01	3	0.03	3	0.03
Total	151	100%	231	4.22%	305	2.61%	297	2.64%	281	2.58%

E) Workforce by Age Including Schools

2009/2010	16-18	19-25	26-35	36-45	46-55	56-65	66+	Total
White	94	685	1578	2600	2670	1594	176	9397
Mixed	6	31	31	31	16	3	0	118
Asian	14	99	290	277	178	39	1	898
Black	4	24	62	140	120	24	1	375
Chinese/Other	0	1	12	9	6	1	0	29
Detail								
A = WHITE BRITISH	93	672	1546	2552	2626	1559	170	9218
A = IRISH		4	4	14	14	13	3	52
A = OTHER WHITE	1	9	28	34	30	22	3	127
B = WHITE & ASIAN		8	6	6	3	1		24
B = WHITE & BLACK AFRICAN	1	1	3		1	1		7
B = WHITE & BLACK CARIBBEAN	5	19	20	11	10	1		66
B = OTHER MIXED		3	2	14	2			21
C = INDIAN	6	50	181	202	152	36	1	628
C = PAKISTANI	8	33	75	45	19			180
C = BANGLADESHI		12	24	10	1			47
C = OTHER ASIAN		4	10	20	6	3		43
D = BLACK AFRICAN	2	3	22	14	10	4		55
D = BLACK CARIBBEAN	2	18	37	102	92	17	1	269
D = OTHER BLACK		3	3	24	18	3		51
E = CHINESE				5	1			6
E = OTHER ETHNIC GROUP		1	7	8	6	1		23
Not Stated	1	17	20	26	16	13	2	95
Total	119	857	1993	3083	3006	1674	180	10912

E) Workforce by Ethnicity – Excluding School Staff

Ethnicity Group	2005/2006		200620/07		2007/2008		2008/2009		2009/2010		Economically Active Population
	No.	%	No.	%	No	%	No	%	No	%	%
Sub Totals											
White	4732	89.4	4738	86.52	4906	84.89	4579	83.41	4337	82.59	88.8
Mixed	186	0.8	57	1.04	65	1.12	70	1.28	70	1.33	0.7
Asian	295	6.2	368	6.72	437	7.6	459	8.36	461	8.78	8.6
Black	256	3.2	277	5.05	301	5.2	278	5.05	287	5.47	1.5
Chinese/Other	74	0.3	17	0.31	23	0.4	23	0.41	21	0.40	0.4
Detail											
A = WHITE BRITISH	4732	85.37	4618	84.33	4791	82.90	4470	81.42	4239	80.73	87.5
A = IRISH	31	0.56	32	0.58	33	0.57	31	0.56	30	0.57	0.6
A = OTHER WHITE	92	1.66	88	1.61	82	1.41	78	1.42	68	1.29	0.7
B = WHITE & ASIAN	11	0.2	9	0.16	12	0.20	9	0.16	9	0.17	0.4
B = WHITE & BLACK AFRICAN	8	0.14	8	0.15	6	0.10	6	0.11	5	0.10	0.1
B = WHITE & BLACK CARIBBEAN	33	0.6	33	0.6	40	0.69	42	0.77	45	0.86	0.2
B = OTHER MIXED	9	0.16	7	0.13	7	0.12	13	0.24	11	0.21	0.1
C = INDIAN	266	4.8	280	5.11	332	5.74	355	6.47	357	6.80	5.5
C = PAKISTANI	48	0.87	54	0.99	68	1.17	66	1.20	66	1.26	2.2
C = BANGLADESHI	13	0.23	13	0.24	15	0.25	17	0.31	16	0.30	0.5
C = OTHER ASIAN	16	0.29	21	0.38	22	0.38	21	0.37	22	0.42	0.3
D = BLACK AFRICAN	34	0.61	39	0.71	43	0.74	40	0.73	41	0.78	1.3
D = BLACK CARIBBEAN	176	3.18	193	3.52	208	3.59	198	3.61	206	3.92	0.1
D = OTHER BLACK	46	0.83	45	0.82	50	0.86	40	0.73	40	0.76	0.1
E = CHINESE	4	0.07	3	0.05	5	0.08	6	0.11	5	0.10	0.2
E = OTHER ETHNIC GROUP	13	0.23	14	0.26	18	0.31	17	0.31	16	0.30	0.2
NOT STATED			19	0.35	47	0.81	81	1.48	75	1.43	
Total	5543	100	5476	100	5779		5490		5251		100

F) Workforce by Gender – Excluding School Staff

Ethnicity Group	2005/2006				2006/2007				2007/2008				2008/2009				2009/2010			
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
Sub Totals	No.	%	No.	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%	No	%
White	1419	25.7	3435	62.1	1457	26.6	3281	59.9	1532	26.5	3374	58.4	1556	28.3	3021	55.0	1485	28.3	2852	54.3
Mixed	23	0.4	38	0.7	23	0.41	34	0.62	28	0.48	37	0.64	31	0.56	39	0.71	35	0.67	35	0.67
Asian	107	1.9	236	4.3	110	2	258	4.71	121	2.09	316	5.47	133	2.42	326	5.94	133	2.53	328	6.25
Black	89	1.6	167	3	94	16.72	183	3.34	102	1.77	199	3.44	97	1.77	181	3.30	105	2.00	182	3.47
Chinese/Other	5	0.1	11	0.2	3	0.05	14	0.25	3	0.05	20	0.35	2	0.04	21	0.38	2	0.04	19	0.36
Detail																				
A = WHITE BRITISH	1379	24.9	3352	60.6	1415	25.8	3203	58.5	1496	25.9	3295	57.0	1519	27.7	2949	53.7	1450	27.6	2789	53.1
A = IRISH	8	0.1	23	0.4	8	0.15	24	0.44	8	0.14	25	0.43	10	0.18	21	0.38	9	0.17	21	0.40
A = OTHER WHITE	32	0.6	60	1.1	34	0.62	54	0.99	28	0.48	54	0.93	27	0.49	51	0.93	26	0.50	42	0.80
B = WHITE & ASIAN	5	0.1	6	0.1	3	0.05	6	0.11	5	0.09	7	0.12	3	0.05	6	0.11	3	0.06	6	0.11
B = WHITE & BLACK AFRICAN	1	0	7	0.1	3	0.05	5	0.09	2	0.03	4	0.07	2	0.04	4	0.07	2	0.04	3	0.06
B = WHITE & BLACK CARIBBEAN	13	0.2	20	0.4	15	0.27	18	0.33	19	0.33	21	0.36	22	0.04	20	0.36	25	0.48	20	0.38
B = OTHER MIXED	4	0.1	5	0.1	2	0.04	5	0.09	2	0.03	5	0.09	4	0.07	9	0.16	5	0.10	6	0.11
C = INDIAN	73	1.3	193	3.5	73	1.33	207	3.78	78	1.35	254	4.40	89	1.62	266	4.85	92	1.75	265	5.05
C = PAKISTANI	16	0.3	32	0.6	21	0.38	33	0.6	27	0.47	41	0.71	28	0.51	38	0.69	26	0.50	40	0.76
C = BANGLADESHI	8	0.1	5	0.1	5	0.09	8	0.15	4	0.07	11	0.19	5	0.09	12	0.22	4	0.08	12	0.23
C = OTHER ASIAN	10	0.2	6	0.1	11	0.2	10	0.18	12	0.21	10	0.17	11	0.02	10	0.18	11	0.21	11	0.21
D = BLACK AFRICAN	20	0.4	14	0.3	15	0.27	24	0.44	16	0.28	27	0.47	15	0.27	25	0.46	18	0.34	23	0.44
D = BLACK CARIBBEAN	57	1	119	2.2	66	1.21	127	2.32	72	1.25	136	2.35	69	1.26	129	2.35	74	1.41	132	2.51
D = OTHER BLACK	12	0.2	34	0.6	13	0.24	32	0.58	14	0.24	36	0.62	13	0.24	27	0.49	13	0.25	27	0.51
E = CHINESE	0	0	4	0.1	0	0	3	0.05		0	5	0.09		0	6	0.11		0	5	0.10
E = OTHER ETHNIC GROUP	5	0.1	7	0.1	3	0.05	11	0.2	3	0.05	15	0.26	2	0.04	15	0.27	2	0.04	14	0.27
NOT STATED					4	0.07	15	0.27	11	0.19	36	0.62	24	0.44	57	1.04	19	0.36	56	1.07
Total	1643	30%	3887	70%	1691	30.88	3785	69.12	1797	31.1	3982	68.9	1843	33.6	3645	66.4	1779	33.9	3472	66.1

G) Workforce by Disability – Excluding School Staff

Ethnicity Group	2005/2006		2006/2007		2007/2008		2008/2009		2009/20010	
	Disability		Disability		Disability		Disability		Disability	
Sub Totals	No.	%	No.	%	No	%	No	%	No	%
White	135	89.4	195	3.56	200	3.46	205	3.73	198	3.77
Mixed	0	0	2	0.04	1	0.01	0	0	0	0
Asian	7	4.7	17	0.31	16	0.27	16	0.29	14	0.27
Black	8	5.3	15	0.33	18	0.31	12	0.22	12	0.23
Chinese/Other	1	0.7	1	0.02	1	0.01	0	0	0	0
Detail										
A = WHITE BRITISH	130	86.1	188	3.43	194	3.36	199	3.62	192	3.66
A = IRISH	1	0.7	1	0.02	1	0.02	1	0.02	1	0.02
A = OTHER WHITE	4	2.6	6	0.11	5	0.09	5	0.09	5	0.10
B = WHITE & ASIAN	0	0	0	0	0	0	0	0	0	0
B = WHITE & BLACK AFRICAN	0	0	0	0	0	0	0	0	0	0
B = WHITE & BLACK CAR'BEAN	0	0	1	0.02	0	0	0	0	0	0
B = OTHER MIXED	0	0	1	0.02	1	0.02	0	0	0	0
C = INDIAN	6	4	13	0.24	11	0.19	11	0.20	10	0.19
C = PAKISTANI	0	0	4	0.07	5	0.09	5	0.09	4	0.08
C = BANGLADESHI	1	0.7	0	0	0	0	0	0	0	0
C = OTHER ASIAN	0	0	0	0	0	0	0	0	0	0
D = BLACK AFRICAN	1	0.7	2	0.04	2	0.03	1	0.02	1	0.02
D = BLACK CARIBBEAN	5	3.3	9	0.16	12	0.21	9	0.16	10	0.19
D = OTHER BLACK	2	1.3	4	0.07	4	0.07	2	0.04	1	0.02
E = CHINESE	0	0	0	0	0	0	0	0	0	0
E = OTHER ETHNIC GROUP	1	0.7	1	0.02	1	0.02	0	0	0	0
NOT STATED			1	0.02	2	0.03	3	0.05	3	0.05
Total	151	100%	231	4.22%	238	4.12%	236	4.30%	227	4.32%

I) Workforce Age Profile Excluding School Staff

2009/2010	16-18		19-25		26-35		36-45		46-55		56 - 65		65+	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
A = WHITE BRITISH	51	0.97%	264	5.03%	646	12.30%	1085	20.66%	1281	24.40%	807	15.37%	105	2.00%
A = IRISH	0	0.00%	2	0.04%	1	0.02%	10	0.19%	7	0.13%	9	0.17%	1	0.02%
A = OTHER WHITE	1	0.02%	3	0.06%	15	0.29%	18	0.34%	16	0.30%	13	0.25%	2	0.04%
B = WHITE & ASIAN	0	0.00%	1	0.02%	3	0.06%	2	0.04%	2	0.04%	1	0.02%	0	0.00%
B = WHITE & BLACK AFRICAN	1	0.02%	1	0.02%	2	0.04%	0	0.00%	0	0.00%	1	0.02%	0	0.00%
B = WHITE & BLACK CAR'BEAN	5	0.10%	12	0.23%	14	0.24%	8	0.15%	5	0.10%	1	0.02%	0	0.00%
B = OTHER MIXED	0	0.00%	1	0.02%	2	0.04%	8	0.15%	0	0.00%	0	0.00%	0	0.00%
C = INDIAN	3	0.06%	23	0.44%	95	1.81%	111	2.11%	98	1.87%	26	0.50%	1	0.02%
C = PAKISTANI	0	0.00%	19	0.36%	26	0.50%	12	0.23%	9	0.17%	0	0.00%	0	0.00%
C = BANGLADESHI	0	0.00%	6	0.11%	7	0.13%	3	0.06%	0	0.00%	0	0.00%	0	0.00%
C = OTHER ASIAN	0	0.00%	1	0.02%	7	0.13%	7	0.13%	5	0.10%	2	0.04%	0	0.00%
D = BLACK AFRICAN	0	0.00%	1	0.02%	20	0.38%	10	0.19%	8	0.15%	2	0.04%	0	0.00%
D = BLACK CARIBBEAN	1	0.02%	13	0.25%	25	0.48%	76	1.45%	75	1.43%	15	0.29%	1	0.02%
D = OTHER BLACK	0	0.00%	2	0.04%	3	0.06%	21	0.40%	13	0.25%	1	0.02%	0	0.00%
E = CHINESE	0	0.00%	0	0.00%	5	0.10%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
E = OTHER ETHNIC GROUP	0	0.00%	0	0.00%	5	0.10%	6	0.11%	4	0.08%	1	0.02%	0	0.00%
NOT STATED	0	0.00%	13	0.25%	18	0.34%	17	0.32%	15	0.29%	10	0.19%	2	0.04%
Total	62	1.18%	362	6.89%	894	17.03%	1394	26.55%	1538	29.29%	889	16.93%	112	2.13%

J) Interviews & Appointments

Overall Numbers

Directorate	Applied	Shortlisted	Appointed
Social Care and Inclusion	1260	86	72
Children's Services	1444	121	65
Corporate Services/Resources	1959	155	71
Neighbourhood Services	3719	371	115
Regeneration	3081	427	98
Totals	11,463	1,160	421

Category	Applied	Applied %	Shortlisted	Shortlisted %	Appointed	Appointed %
A = WHITE BRITISH	7495	65	805	69	314	75
A = IRISH	58	0.5	5	0.4	3	0.7
A = OTHER WHITE	272	2.4	20	1.7	9	2.1
B = WHITE & ASIAN	52	0.5	4	0.3	1	0.2
B = WHITE & BLACK AFRICAN	30	0.3	5	0.4	2	0.5
B = WHITE & BLACK CARIBBEAN	148	1.3	12	1.0	6	1.4
B = OTHER MIXED	23	0.2	1	0.08	1	0.2
C = INDIAN	1149	10	124	10.7	32	7.6
C = PAKISTANI	379	3.3	26	2.2	6	1.4
C = BANGLADESHI	133	1.2	7	0.6	2	0.5
C = OTHER ASIAN	88	0.8	9	0.8	2	0.5
D = BLACK AFRICAN	436	3.8	33	2.8	5	1.2
D = BLACK CARIBBEAN	515	4.5	53	4.6	16	3.8
D = OTHER BLACK	99	0.9	13	1.1	4	0.9
E = CHINESE	39	0.3	1	0.08	0	0
E = OTHER ETHNIC GROUP	56	0.5	6	0.5	1	0.2
NOT STATED	459	4	32	2.8	15	3.6
PREFER NOT TO SAY	32	0.3	4	0.3	2	0.5
Totals	11,463		1,160		421	

Applicants for Employment by Gender

Males	Percentage	Females	Percentage
5611	49%	5852	51%

Directorate Analysis

Directorate	Applied		Appointed	
	Males	Females	Males	Females
Social Care and Inclusion	448	812	17	55
Children's Services	479	965	20	45
Resources	794	1165	22	49
Neighbourhood Services	2302	1417	73	42
Regeneration	1588	1493	31	67
Totals	3916	5271	236	427

Year on Year Comparison of Applicants

Year	Males	Females
2009/10	49%	51%
2008/09	43%	57%
2007/08	44%	56%
2006/07	38%	62%
2005/06	40.50%	59.50%
2004/05	42%	58%
2003/04	42%	58%
2002/03	36%	64%
2001/02	32%	68%
2000/01	35%	65%
1999/2000	34%	66%

Applicants for employment – Disability Monitoring

Directorate	Applied	Shortlisted	Appointed
Resources	143	15	2
Children's Services	84	5	2
Neighbourhoods	165	18	2
Regeneration	112	13	1
Social Care and inclusion	71	4	4

Applicants for Employment - Age Analysis

Age Group	Applicants	Chance	Shortlisted	Chance	Appointed
16-18	261	1 in 5.3	49	1 in 1.6	31
19-25	2695	1 in 11.4	236	1 in 2.7	88
26-35	2744	1 in 8.9	309	1 in 2.8	110
36-45	2485	1 in 9.9	252	1 in 2.4	104
46-55	2073	1 in 9.3	223	1 in 3.4	66
56-65	639	1 in 11.2	57	1 in 2.6	22
65+	12	1 in 6.0	2		
No DOB	554	1 in 17.3	32		
Totals	11,463		1,160		421

K) Leavers

Including Schools

Ethnicity Group	Male	Female	Disability
Sub Totals			
White	378	841	50
Mixed	5	13	
Asian	25	77	3
Black	20	38	3
Chinese/Other	1	3	
Detail			
A = WHITE BRITISH	372	310	49
A = IRISH	1	5	
A = OTHER WHITE	5	26	1
B = WHITE & ASIAN	1	1	
B = WHITE & BLACK AFRICAN		3	
B = WHITE & BLACK CAR'BEAN	3	4	
B = OTHER MIXED	1	5	
C = INDIAN	16	56	
C = PAKISTANI	5	13	3
C = BANGLADESHI	1	7	
C = OTHER ASIAN	3	1	
D = BLACK AFRICAN	6	7	
D = BLACK CARIBBEAN	11	23	2
D = OTHER BLACK	3	8	1
E = CHINESE		1	
E = OTHER ETHNIC GROUP	1	2	
NOT STATED	2	6	
TOTAL	431	978	56

Ethnicity Group	16-18	19-25	26-35	36-45	46-55	56-65	66+
Sub Totals							
White	23	166	213	241	213	323	40
Mixed	1	6	5	4	1	1	
Asian	5	20	34	32	8	2	1
Black	3	8	10	21	13	2	1
Chinese/Other			3		1		
Detail							
A = WHITE BRITISH	23	163	200	237	209	310	40
A = IRISH				2		4	
A = OTHER WHITE		3	13	2	4	9	
B = WHITE & ASIAN	1	1					
B = WHITE & BLACK AFRICAN			1	1		1	
B = WHITE & BLACK CARIBBEAN		3	2	2			
B = OTHER MIXED		2	2	1	1		
C = INDIAN	4	13	26	21	5	2	1
C = PAKISTANI		5	7	5	1		
C = BANGLADESHI	1	2	1	4			
C = OTHER ASIAN				2	2		
D = BLACK AFRICAN	1	1	2	8	1		
D = BLACK CARIBBEAN	1	4	5	11	11	1	1
D = OTHER BLACK	1	3	3	2	1	1	1
E = CHINESE			1				
E = OTHER ETHNIC GROUP			2		1		
NOT STATED		1	3	10	2	2	
Total	32	201	268	308	238	330	42

Leavers Excluding Schools

Ethnicity Group	Male	Female	Disability
Sub Totals			
White	221	330	34
Mixed	3	7	
Asian	12	28	2
Black	14	23	3
Chinese/Other	1	2	
Detail			
WHITE BRITISH	216	316	34
IRISH		3	
OTHER WHITE	5	11	
WHITE & ASIAN	1	3	
WHITE & BLACK AFRICAN		2	
WHITE & BLACK CARIBBEAN	2	2	
OTHER MIXED		3	
INDIAN	5	23	
PAKISTANI	4	4	2
BANGLADESHI	1	1	
OTHER ASIAN	2		
BLACK AFRICAN	3	4	
BLACK CARIBBEAN	9	16	2
OTHER BLACK	2	3	1
CHINESE		1	
OTHER ETHNIC GROUP	1	1	
NOT STATED	2	12	
TOTAL	253	402	39

Ethnicity Group	16-18	19-25	26-35	36-45	46-55	56-65	66+
Sub Totals							
White	9	74	79	103	99	165	22
Mixed		2	3	4		1	
Asian		5	13	13	6	2	1
Black	1	3	6	13	12	1	1
Chinese/Other			3				
Detail							
A = WHITE BRITISH	9	74	72	100	97	158	22
A = IRISH				2		1	
A = OTHER WHITE			7	1	2	6	
B = WHITE & ASIAN		1					
B = WHITE & BLACK AFRICAN				1		1	
B = WHITE & BLACK CARIBBEAN			2	2			
B = OTHER MIXED		1	1	1			
C = INDIAN		3	10	9	3	2	1
C = PAKISTANI		1	3	3	1		
C = BANGLADESHI		1		1			
C = OTHER ASIAN					2		
D = BLACK AFRICAN			2	4	1		
D = BLACK CARIBBEAN	1	2	2	8	10	1	1
D = OTHER BLACK			1	2	1	1	
E = CHINESE			1			1	
E = OTHER ETHNIC GROUP			2				
NOT STATED		1	2	8	1	2	
TOTAL	10	85	106	141	118	171	24

L) Staff Training

The analysis of staff training by ethnicity is as follows:

Sub Total	2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010		Workforce Profile All Staff
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
WHITE	3941	84.3	2549	83.8	3510	83.57	3043	82.15	3792	80.93	5998	80.43	86.1
MIXED	22	0.5	18	0.6	32	0.76	56	1.51	71	1.45	125	1.68	1.08
ASIAN	360	7.7	234	7.7	362	8.62	296	8	424	8.64	639	8.57	8.23
BLACK	221	4.7	143	4.7	193	4.6	205	5.53	311	6.34	580	7.78	3.44
CHINESE AND OTHER	9	0.2	6	0.2	19	0.45	27	0.72	13	0.26	28	0.38	0.27
NOT DECLARED	122	2.6	93	3.1	84	2	77	2.1	117	2.38	87	1.17	0.87
Detail													
A = WHITE BRITISH	3842	82.2	2487	81.7	3415	81.3	2964	80.02	3901	79.48	5851	78.46	84.5
A = IRISH	39	0.8	27	0.88	53	1.26	53	1.43	40	0.81	48	0.64	0.48
A = OTHER WHITE	60	1.3	35	1.15	42	1	26	0.7	31	0.63	99	1.33	1.16
B = WHITE & ASIAN	3	0.1	0	0	8	0.2	42	1.13	36	0.73	26	0.35	0.22
B = WHITE & BLACK AFRICAN	1	0	0	0	4	0.1	1	0.02	6	0.12	9	0.12	0.06
B = WHITE & BLACK CARIBBEAN	8	0.2	10	0.32	18	0.42	4	0.1	16	0.33	58	0.78	0.60
B = OTHER MIXED	10	0.2	8	0.26	2	0.04	9	0.24	13	0.26	32	0.43	0.19
C = INDIAN	243	5.2	169	5.55	255	6.07	213	5.75	321	6.54	482	6.46	5.76
C = PAKISTANI	64	1.4	41	1.34	69	1.64	40	1.08	63	1.28	73	0.98	1.65
C = BANGLADESHI	26	0.6	14	0.46	14	0.33	17	0.45	16	0.33	20	0.27	0.43
C = OTHER ASIAN	27	0.6	10	0.32	24	0.58	26	0.7	24	0.49	64	0.86	0.39
D = BLACK AFRICAN	14	0.3	16	0.52	22	0.52	34	0.91	209	4.26	92	1.23	0.50
D = BLACK CARIBBEAN	186	4	120	3.94	155	3.7	155	4.18	83	1.69	412	5.53	2.47
D = OTHER BLACK	21	0.4	7	0.23	16	0.39	16	0.43	19	0.39	76	1.02	0.51
E = CHINESE	4	0.1	1	0.03	12	0.29	10	0.26	3	0.06	4	0.05	0.05
E = OTHER ETHNIC GROUP	5	0.1	5	0.16	7	0.16	17	0.45	10	0.20	24	0.32	0.21
F = NOT DECLARED	122	2.6	93	3.05	84	2	77	2.07	117	2.38	87	1.17	0.87
Total	4675	100	3043	100	4200	100	3704	100	4908	100	4908	100	

Staff Training by Gender

Sub Total	2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010	
	No.	%	No.	%	No	%	No	%	No	%	No	%
MALE	1671	35.7	997	32.8	1534	36.52	1351	36.47	1261	25.69	1964	26.34
FEMALE	2995	64.1	2018	66.3	2660	63.33	2353	63.52	3634	74.04	5493	73.66
NOT DECLARED	9	0.2	28	0.9	6	0.15			13	0.26		
	4675	100	3043	100	4200	100	3704	100	4908	100	7457	100

Training Attendance by Disability

Sub Total	2004/2005		2005/2006		2006/2007		2007/2008		2008/2009		2009/2010	
	No.	%	No.	%	No	%	No	%	No	%	No	%
DISABILITY	142	3	111	3.6	188	4.46	215	5.80	223	4.54	410	5.50
NO DISABILITY	4481	95.9	2867	94.2	3964	94.4	3448	93.08	4626	94.25	6456	86.58
NOT DECLARED	52	1.1	65	2.1	48	1.14	41	1.10	59	1.20	591	7.93
	4675	100	3043	100	4200	100	3704	100	4908	100	7457	100

Training Attendance by Age

Sub Total	2009/2010	
	No	%
16-18	10	0.13
19-25	357	4.79
26-35	1472	19.74
36-45	2270	30.44
46-55	2224	29.82
56-65	1090	14.62
65+	34	0.46
No DOB	0	5.15
Totals	7457	100

M. Grievances Statistics by Directorate for the period 01/04/09 - 31/03/10

Based on Council 09/10 Total of 12926	% Council	Staff Count	Total 08/09
Male	22.33%	2887	12
Female	77.67%	10039	20
Total			**32**
Disability	2.45%	317	4

Ethnicity	% Council	Staff Count	Total 08/09
Bangladeshi	0.39%	50	0
Black African	0.48%	62	0
Black Caribbean	2.36%	305	5
Chinese	0.05%	6	0
Indian	5.65%	730	2
Irish	0.48%	62	0
Not Stated	0.79%	102	0
Other Asian	0.39%	50	1
Other Black	0.46%	59	1
Other Ethnic Group	0.19%	24	0
Other Mixed	0.19%	25	0
Other White	1.20%	155	0
Pakistani	1.55%	200	1
White and Asian	0.25%	32	0
White and Black African	0.06%	8	0
White and Black Caribbean	0.60%	78	1
White British	84.93%	10978	21
Total			32

Age Ranges	% Council	Staff Count	Total 08/09
16-18	0.95%	123	0
19-25	7.82%	1011	2
26-35	17.75%	2295	4
36-45	28.26%	3653	8
46-55	28.04%	3624	15
56-65	15.43%	1995	3
65+	1.74%	225	0
Total			32

N. Disciplinary Statistics by Directorate for the period 01/04/09 - 31/03/10

Based on Council 09/10 Total of 12926	% Council	Staff Count	Total 08/09
Male	22.33%	2887	25
Female	77.67%	10039	10
Total			35
Disability	2.45%	317	3

Ethnicity	% Council	Staff Count	Total 08/09
Bangladeshi	0.39%	50	0
Black African	0.48%	62	0
Black Caribbean	2.36%	305	2
Chinese	0.05%	6	0
Indian	5.65%	730	2
Irish	0.48%	62	0
Not Stated	0.79%	102	0
Other Asian	0.39%	50	0
Other Black	0.46%	59	1
Other Ethnic Group	0.19%	24	0
Other Mixed	0.19%	25	0
Other White	1.20%	155	0
Pakistani	1.55%	200	0
White and Asian	0.25%	32	0
White and Black African	0.06%	8	0
White and Black Caribbean	0.60%	78	1
White British	84.93%	10978	29
Total			35

Age Ranges	% Council	Staff Count	Total 08/09
16-18	0.95%	123	0
19-25	7.82%	1011	2
26-35	17.75%	2295	7
36-45	28.26%	3653	12
46-55	28.04%	3624	11
56-65	15.43%	1995	2
65+	1.74%	225	1
Total			35

O. Anti Bullying Statistics by Directorate for the period 01/04/09 - 31/03/10

Based on Council 09/10 Total of 12926	% Council	Staff Count	Total 08/09
Male	22.33%	2887	0
Female	77.67%	10039	4
Total			4
Disability	2.45%	317	1

Ethnicity	% Council	Staff Count	Total 08/09
Bangladeshi	0.39%	50	0
Black African	0.48%	62	0
Black Caribbean	2.36%	305	0
Chinese	0.05%	6	0
Indian	5.65%	730	1
Irish	0.48%	62	0
Not Stated	0.79%	102	0
Other Asian	0.39%	50	1
Other Black	0.46%	59	0
Other Ethnic Group	0.19%	24	0
Other Mixed	0.19%	25	0
Other White	1.20%	155	0
Pakistani	1.55%	200	0
White and Asian	0.25%	32	0
White and Black African	0.06%	8	0
White and Black Caribbean	0.60%	78	1
White British	84.93%	10978	2
Total			4

Age Ranges	% Council	Staff Count	Total 08/09
16-18	0.95%	123	0
19-25	7.82%	1011	1
26-35	17.75%	2295	0
36-45	28.26%	3653	1
46-55	28.04%	3624	1
56-65	15.43%	1995	1
65+	1.74%	225	0
Total			4