



Dudley Metropolitan Borough Council

**Annual Review of
Equality and Diversity 2006**

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1. Introduction

- 1.1 Dudley MBC has published an annual review of equality and diversity for the last five years. The review is prepared for the select committee which has the responsibility for Council-wide equality and diversity work – currently the Select Committee on Regeneration, Culture and Adult Education – and the Cabinet. The review provides an overview of progress in implementing the Council's Equality and Diversity Policy. Recent and pending equality legislation includes various requirements for annual reporting of information and progress relating to the promotion of equality by public authorities. This annual review will be the main vehicle for meeting these requirements, supplemented where appropriate with more detailed information which will be published on the Council's website.
- 1.2 The annual review is supported by the individual directorate annual equality and diversity action plans and reports which cover contributions by directorates to overall Council priorities and targets together with actions and achievements relating to specific service areas. Directorate action plans are submitted to relevant select committees during February/March and annual reports during June/July each year.

2. Equality and Diversity Policy

- 2.1 The Council's Equality and Diversity Policy sets out the overall policy framework for equality and diversity. The policy is reviewed on a regular basis and is underpinned by the Council's Race Equality Scheme, which is a statutory document and sets out the Council's approach to promoting race equality. New legislation requires the preparation of Disability and Gender Equality Schemes and these will be combined into an overall Equality Scheme for the Council during 2006/07. The policy framework is being amended to reflect these and other developments.
- 2.2 The Cabinet is responsible for the development and implementation of the policy, while, as noted, the Select Committee on Regeneration, Culture and Adult Education has responsibility for scrutiny of corporate equality issues.
- 2.3 The policy requires all Directorates to prepare annual equality and diversity action plans and reports, to be scrutinised by the appropriate select committee. Plans and reports are prepared against agreed common guidance to ensure consistency and comparability. This guidance will be reviewed for 2007/08 action plans and 2006/07 annual reports in response to comments

made by select committees in 2006. All directorates submitted their action plans for 2006/07 to the appropriate select committee by 31st March 2006, and annual reports during the June/July 2006 committee cycle, with the exception of the Directorate of Children's Services which were delayed due to directorate remodelling.

- 2.4 Within the policy is provision for a Community Representatives Panel, which meets with the Cabinet Member with responsibility for equality issues on a quarterly basis and which directorates involve in the preparation of their annual equality and diversity action plans. The Panel consists of representatives previously nominated through Dudley Racial Equality Council (now the Centre for Equality and Diversity), Dudley Women's Forum and Action for Disabled People and Carers. The role and membership of the panel is currently being reviewed.

3. Corporate Equality and Diversity Targets

- 3.1 The Council has identified corporate equality and diversity priorities on an annual basis. These are incorporated in the Council Action Plan and ensure that resources are focused on making progress on identified priority areas. All directorates contribute to achieving the targets associated with the priorities through their directorate equality and diversity action plans. These are identified through consultation with the Cabinet Member with responsibility for equality, the Community Representatives Panel, the Equality and Diversity Officers Advisory Group and the select committee with responsibility for corporate equality and diversity issues.

- 3.2 The priority areas and targets for 2006/07 were identified as:

(1) Equality Scheme

- Complete the impact assessments listed in the revised Race Equality Scheme by 31st May 2006
- Assess the implications of the Equality Bill
- Launch equality impact assessment guidance and develop a programme of assessments across all directorates to feed into the Scheme's action plan
- Maintain or increase the score against BVPI 2b) on race equality
- Publish the combined Equality Scheme by 4th December 2006

(2) Equality Standard for Local Government

- Implement the action plan to achieve level 3 of the Standard by March 2007.

(3) People management strategy 2006-08

- Implement the equality and diversity elements of the strategy.
- Produce and implement an age and employment policy and procedure to comply with the new legislation by mid 2006.
- Establish a full framework of flexible working policies by mid 2006.
- Achieve an increase in the number of disabled employees working for the Council.

(4) Disability Access Strategy

- Implement the actions contained within the Council's Disability Access Strategy.
- Achieve an improvement in the score against BVPI 156 on access to buildings.

3.3 Corporate Board has also held sessions with the Equality and Diversity Advisory Group (EDAG) during the year to review the Council's achievements and where it needed to go in developing equality and diversity work. Five areas were highlighted for further development. These covered:

- Developing clearer targets
- Focusing on outcomes rather than policies and plans
- Improving communications around what we do and why, externally and internally; celebrating success
- Improving approaches to consultation
- Identifying required equality and diversity competencies for managers and employees

3.4 Details are currently being developed around these areas, through EDAG under the sponsorship of Corporate Board members, in order to give a clear way forward in planning and prioritising future work. These, alongside the priorities in paragraph 3.2, will form a basis for the Equality Scheme.

Measuring Progress

3.5 Achievements against the priority targets for 2005/06 (relating to the Race Equality Scheme, the Equality Standard, disability issues, employment issues, and Best Value performance indicator 2b) on race equality) are set out under the relevant headings within the body of the report along with early progress on the 2006/07 targets. Alongside these targets, and those set out in directorate equality and diversity action plans, the Council uses best value

performance indicators related to equality and diversity to help to assess its progress. Whilst long-term trends and comparisons with other authorities are not always available as the indicators or their definitions are often changed by the Audit Commission, or meaningful comparisons are not available, some useful measures of progress may be derived from them. The most recent figures available for other authorities are for the 2004/05 year and comparisons of the Council's 2005/06 figures are made against these under the relevant sections.

- 3.6 External inspections also provide some indications of the Council's progress in promoting equality. The 2005 annual review listed actions taken in response to the recommendations and points raised on equality and diversity issues in the Audit Commission's 2002 Corporate Assessment of the Council. The Council underwent its most recent Corporate Assessment during the spring of 2006 and diversity issues were a key part of the framework used by the Audit Commission for the assessment. The final report from the assessment is still to be issued so feedback is not yet available for inclusion in this review and will therefore be included in the 2007 annual review.

4. Partnership Working

- 4.1 The Council has a responsibility to promote equality and diversity through its partnership activities. It has introduced a partnership evaluation tool to measure and promote good practice in partnerships and this includes elements on promoting equality and diversity.
- 4.2 Dudley Community Partnership (DCP), as the local strategic partnership, is the key partnership body in the Borough, and oversees the development and implementation of the community strategy and the Neighbourhood Renewal Strategy, and also work being undertaken to address community cohesion. The new community strategy for 2005-20, the Dudley Borough Challenge, was launched in December 2005 and has the theme of creating stronger communities at its heart. The development of the strategy saw widespread engagement with a range of communities and organisations, including black and minority ethnic (BME), disabled people's and women's groups.
- 4.3 The Council works particularly closely with and funds some umbrella voluntary and community organisations in the Borough such as Dudley Council for Voluntary Service (DCVS) and the Centre for Equality and Diversity (CfED). The relationship is underpinned by the Local Compact between the DCP and the sector, which sets out agreed principles around co-operation and joint working, consultation and funding, and has equality at its core.

- 4.4 The Council also has a duty to promote equality through its procurement activities. Guidelines on promoting equality have now been produced for managers and project teams involved in procurement to support the principles incorporated in standing orders and the procurement strategy. A model service level agreement, with appropriate clauses relating to equality, is also in place to cover funding arrangements with voluntary and community sector organisations.

5. Equality Standard for Local Government

- 5.1 The Equality Standard for Local Government is the national framework for equality and diversity developed by the former Employers' Organisation with the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission. It is a tool to be used by local authorities to assess how well they are progressing with equality and diversity and against which to plan improvements in order to achieve 5 successive levels.
- 5.2 The 2005/06 Council equality and diversity priorities included the targets to:
- Achieve level 2 of the Standard
 - Develop an action plan for achieving level 3 of the Standard

The 'Level of the Equality Standard' achieved by an authority is also a Best Value performance indicator (BVPI).

- 5.3 The Council reached level 2 of the Standard by March 2005. An action plan has been drawn up for reaching level 3 of the Standard by March 2007 and comparisons have been made with nearby authorities to ensure consistency of approach and interpretation of the Standard. However, the Standard has now been considerably revised and was relaunched at the end of June. The changes are currently being evaluated and the action plan will need to be adjusted accordingly.
- 5.4 Data from other English authorities shows that the majority were at or below level 1 of the Standard in March 2005. For Metropolitan authorities, around a half were at level 2, just under a half at below level 2 and a small number at level 3.

6. Race Equality

- 6.1 The Council published a revised Race Equality Scheme in May 2005 in response to the specific duties of the Race Relations (Amendment) Act 2000.

This sets out the Council's approach to promoting race equality. Details of achievements against the action plan are presented at Appendix 1.

6.2 Targets for 2005/06 relating to the Race Equality Scheme in last year's review were:

- Complete the service reviews set out in year 3 of the Scheme by 31st May 2005
- Complete a review of the Scheme and publish a revised Scheme by 31st May 2005
- Implement the action plan included in the Scheme

6.3 The majority of the reviews were undertaken, although it is acknowledged that the programme was an ambitious one and future impact assessment work will need to be more clearly focused on areas identified as highest priority for promoting equality, taking into account the new duties in relation to disability and gender. The Equality Scheme will provide the framework for planning this activity and new equality impact assessment guidance has been drawn up. The outcomes of and actions arising from individual reviews of service areas or policies listed in the Scheme are required to be reported in Directorates' equality and diversity action plans and annual reports. Full review reports are published on the Council's equality and diversity intranet site.

6.4 The 2005/06 equality and diversity targets also included one in relation to BVPI 2b (a "basket" of indicators on the Council's Race Equality Scheme implementation and achievement of race equality outcomes). This was the

- Achievement of an improved score against the Best Value corporate health performance indicator on equality BVPI 2b).

Table 1. BV2b 'Duty to promote race equality'

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	68%	n/a	n/a	n/a	n/a
2004/05	68%	58%	74%	71%	84%
2003/04	58%	47%	63%	52%	63%

n/a – not available; Met. - metropolitan

Table 1 compares the Council's performance against other authorities. The 2005/06 score is in line with the Metropolitan authorities' average and above that for all English authorities and has increased since the indicator was introduced in 2003/04. During 2006/07, ways of better capturing data relevant to the indicator will be examined as part of the Council's wider, continuing performance management improvements.

- 6.5 Other BVPIs relevant to race equality are 174 and 175 in relation to racial incidents. A multi-agency response to racist incidents continues to be taken in the Borough through the Dudley Race/Hate Incidents Group, chaired by the Council's Anti-Social Behaviour (Hate Crime) Coordinator. The remit of the group has been extended beyond its original focus on racist incidents to cover other aspects of hate crime. The figures for BVPI 174 (see Table 2) show an upward trend in the number of incidents although this is to some extent due to

Table 2. BV174 Number of racial incidents involving the authority per 100,000 population

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	169.5	n/a	n/a	n/a	n/a
2004/05	147.2	n/a	n/a	n/a	n/a
2003/04	113.1	n/a	n/a	n/a	n/a
2002/03	115.4	28	29	99	136

improvements in reporting arrangements and to increased confidence in reporting, and this has been in line with the aims of previous Community Safety Strategies. The new Community Safety Strategy 2005-08 has set a target to reduce racially aggravated crimes by 5% per year. Action taken to promote reporting has included posters and leaflets, expanding the number of reporting centres as well as taking effective action in response to incidents.

- 6.6 The Audit Commission does not provide average or quartile figures for this indicator. Local populations vary greatly in nature and good performance is hard to judge – low, recorded numbers may indicate lack of community confidence in reporting rather than good community relations. In relation to BV175, 100% of the reported incidents in 2005/06 resulted in further action being taken as shown in table 3, putting the Council in the top quartile of authorities.

Table 3. BV175 % of racial incidents that resulted in further action

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	100	n/a	n/a	n/a	n/a
2004/05	100	92.79	100	95.46	100
2003/04	100	75.40	100	93.95	100
2002/03	94	86	100	89	100

- 6.7 In addition to the production of a Race Equality Scheme, the Race Relations Act 1976 (Statutory Duties) Order 2001 requires the publication of a wide range of employment monitoring information by racial group. The full range of this information was first published for the Council for 2003/04. The data for 2005/06 is attached at Appendices 3 and 4 to this report and analysis of the information is included in section 10.
- 6.8 The council-wide black and minority ethnic employees (BME) group held a conference in May 2006. It has raised a number of issues and inputted significantly into the work of EDAG, particularly around harassment and bullying and racist incidents. The 2005 employees survey included questions around discrimination and harassment in the workplace in response to the group's input (see section 9).
- 6.9 Directorate action plans and annual reports provide more detail of action taken across service areas to promote race equality. Examples of service improvements included in the reports are: tendering for the provision of halal and vegetarian meals on wheels, with the service to start from later in 2006; efforts to increase Future Skills Dudley's number of clients from BME communities succeeding in raising the proportion to 15% of the total; and the opening of the sheltered housing complex on Charlton Street primarily aimed at meeting the needs of African-Caribbean older people.

7. Disability Equality

- 7.1 The Disability Discrimination Act (DDA) 2005 introduces a duty on public authorities to promote disability equality, which comes into force on 4th December 2006, alongside specific duties which require the publication of a Disability Equality Scheme. The Scheme is currently being drafted and will form part of the overall Equality Scheme for the Council.

- 7.2 The 2005/06 target in relation to disability equality was:
- Implement the actions contained within the Council's Disability Access Strategy
- 7.3 The Council has carried out a considerable amount of work already in promoting disability equality, including its response to the various duties under the Disability Discrimination Act 1995. The Disability Access Strategy, which was approved by the Cabinet in October 2004, provides a summary of the approach and actions being taken in relation to access to buildings and to services. Progress with the strategy has been reviewed through the Corporate Property Group, EDAG, the Community Representatives Panel and the former Select Committee on Economic Regeneration. The strategy will now be incorporated in the Disability Equality Scheme.
- 7.4 A further £100,000 has been allocated to buildings requiring long-term public access in the 2006/07 capital programme, on top of £300,000 in 2004/05 and previous allocations. This is in addition to that spent during new build or major refurbishments, which are required to cater for disabled access, and that available to schools from the continuing Schools Access Initiative. The ongoing transfer of services to Dudley Council Plus, and the opening of any further town centre premises to supplement the initial customer access centre opened in Dudley town centre in May 2005, will continue to promote improved access to services for disabled people and the wider community.
- 7.5 Alongside the need to ensure that all Council services are accessible to disabled people, the Council provides a range of services specifically for disabled people, a number of these jointly with the health sector – mental health services in the Borough are fully integrated and located with the Primary Care Trusts. A review of wheelchair services for adults in the Borough has been undertaken through the Select Committee on Health and Adult Social Care. While the initial focus for the review was on the provision of services through health and social care, the review looked also at the experiences of wheelchair users in housing, transport and more widely. A joint agency review of services to children with disabilities is also currently under way.
- 7.6 Table 4 shows the Council's performance on BVPI 156 relating to disabled access to public buildings. This has improved considerably over the last two years but remains below the average for Metropolitan authorities, which provides a better comparator than the all English authorities figure due to their similar range of services. As commented on in previous reviews, the Council has a large stock of older buildings, through which services have been

provided, many of which are difficult and expensive to bring up to standard. The improvement programme for those buildings which have a long-term future for service provision, together with the continuing transfer of services to Dudley Council Plus are gradually addressing the issue. Targets of 33.6% and 40% for BVPI 156 have been set for the next two years to reflect this improvement programme.

Table 4. BV156 % of local authority buildings open to the public in which all public areas are suitable and accessible to disabled people

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	23.0	n/a	n/a	n/a	n/a
2004/05	16.79	53.86	75.14	43.43	52.22
2003/04	10.6	44.0	64.83	29.58	43.00
2002/03	10.2	37	57	24	37

7. 7 BVPI165 on the percentage of pedestrian crossings with facilities for disabled people (see table 5.) is included in the annual review for the first time as it provides an indication alongside BV156 of the work being undertaken by the Council to improve facilities for disabled people. The Council's performance against the indicator is in the top quartile for Metropolitan authorities.

Table 5. BV165 % of pedestrian crossings with facilities for disabled people, as a proportion of all crossings in the local authority area

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	99.55	n/a	n/a	n/a	n/a
2004/05	99.53	87.05	100	79.95	95.45

- 7.8 The Council is annually assessed by Jobcentre Plus against a number of criteria on the recruitment, retention and career development of disabled people in order to qualify for using the Positive about Disabled People symbol on its recruitment literature. Employment monitoring data in relation to disability is considered in detail in section 10 of the report. The Disability Discrimination (Public Authorities) (Statutory Duties) Regulations 2005 which

came into force on 5th December 2005 will require the Council to gather information on the recruitment, development and retention of disabled employees. The requirements are less specific than those for race but it would make sense to take a consistent approach to the data collected and published across the race, disability and gender (see paragraph 8.2) fields, so additional data will be compiled relating to disability and gender in the workforce from 2006/07.

- 7.9 The Council-wide Employees with Disabilities Group continues to meet on a regular basis, around four times a year, to provide information, advice and mutual support to disabled employees, and is represented on the Equality and Diversity Advisory Group.
- 7.10 Again, directorate action plans and annual reports provide more detail of action taken across service areas to promote disability equality. Examples of service improvements included in the reports are: the introduction of mobile computing in Benefits Services so that people with disabilities who may have difficulty in visiting the benefits office can have claims completed on tablet PCs in their own homes; the first me2 award for inclusive play and leisure facilities for young people awarded to the Sportszone which runs in school holidays at the Crystal Leisure Centre; and a programme of disability awareness training for hackney carriage and private hire drivers to improve their service to disabled customers.

8. Gender Equality

- 8.1 The Equality Act 2006 introduces a new positive duty to promote gender equality and a specific duty to produce a Gender Equality Scheme by 6th April 2007. This scheme will become part of the Council's overall Equality Scheme. The legislation represents the first major reform of sex discrimination legislation since the Sex Discrimination Act 1975 and places a statutory duty on public authorities, when carrying out their functions, to have due regard to the need:
- To eliminate unlawful discrimination and harassment
 - To promote equality of opportunity between men and women.
- 8.2 Nearly 75% of the Council's employees are female, with the former directorates of Education and Lifelong Learning and Social Services, together with schools, having female workforces of around 85%. 50% of the Council's employees work less than the full-time hours of 37, with just over 90% of

these being women. More information relating to employment and gender is given in section 10.

- 8.3 The specific duties under the Equality Act 2005 are unlikely to be prescriptive about the employment monitoring data public authorities are required to collect but the Council will need to be in a position to assess that its employment policies and practices are fair between women and men. The duties will also include the publishing of a policy on developing equal pay arrangements between women and men. The Council's grading and pay review is currently in progress which will address this issue.
- 8.4 As part of the implementation of the People Management Strategy which was approved during 2006, the range and content of the Council's policies on flexible working are being reviewed, including the approaches to homeworking and flexi-time. Flexible working options are of benefit to all employees, but particularly important to those with caring responsibilities, of whom the majority tend to be women. In implementing the strategy, other policies and procedures such as those on leave, including parental, maternity, paternity and maternity support leave, are also being revised and consolidated to ensure that legal requirements continue to be adhered to and employees are aware of their entitlements.
- 8.5 A range of training courses are run for employees, such as 'personal safety and managing aggression' and 'strategies for lone working', of benefit to both men and women, but acknowledge that women may be more vulnerable than men in certain work situations. Springboard, the development programme for women in non-managerial positions, continues to be provided.
- 8.6 Much of the focus for gender equality work has been on employment, but the Equality Act also emphasises the importance of assessing and responding to the different service needs of women and men, addressing barriers and improving take-up rates and outcomes where required.
- 8.7 One area where gender specific services are provided is that of domestic abuse. While the victims of domestic abuse are certainly not exclusively female, the majority are women. The Borough has a multi-agency Domestic Abuse Forum that was established in 1999 and a Domestic Abuse Co-ordinator who was appointed by the Council in January 2003, through which a wide range of work has been carried out to raise awareness, encourage reporting of incidents and take action in response. The Audit Commission introduced a new BVPI on actions against domestic violence for 2005/06 (BV225) which has a much broader base than the previous domestic violence

indicator as it aims through an 11 question checklist to assess the overall provision and effectiveness of local authority services designed to help victims of domestic violence and prevent further domestic violence. The Council scored 64% for 2005/06 and has set a target of 91% for 2006/07. As a new indicator, there is no national comparator data yet available.

9. Other Equality Areas

- 9.1 While much of the original focus of equality work has been on race, disability and gender, there is increasing recognition, backed up by legislation, of other areas of inequality or discrimination, particularly around age, religion or belief and sexual orientation. This is also emphasised by the increasing focus on diversity which looks much more at the individual and his or her abilities and needs, rather than the traditional focus of promoting equality between different groups of people, defined by racial origin, gender or disability. The revised Equality Standard for Local Government now includes requirements in relation to age, religion or belief and sexual orientation. There is a need therefore for the Council to continue to develop its understanding of how these wider factors impact on its workforce and its service delivery.
- 9.2 The Council's employee survey carried out in 2005 included questions on employees' perception of discrimination in the work place on the basis of the six strands of equality. The results indicated that at individual and at team level there was little personal experience of discrimination by those who responded to the survey although there was some wider perception of discrimination at directorate level but around 80% of respondents indicated that they did not see discrimination of any type.
- 9.3 The employee audit will now be gathering wider information about the workforce than in the past and will request employees to indicate their religion or belief. A decision has not been made to include sexual orientation at this time although some public authorities now request this information from their employees and job applicants.

Age

- 9.4 The Employment Equality (Age) Regulations 2006 come into force on 1st October 2006. These will apply to all employees, and to people who apply to work, and cover access to vocational training. In most employment-related situations it will become unlawful to treat people differently on the grounds of age. The Regulations bring into UK law the last part of the European Union employment equality directives and are similar to those covering other

equality areas such as religion or belief and sexual orientation (see below), which are already in force. Whilst age discrimination has been included the Council's Equality and Diversity Policy for many years, personnel policies have been checked to ensure that they comply with the new Regulations and advertising practices, recruitment processes and redundancy compensation awards are now under review.

- 9.5 The Select Committee on Economic Regeneration in September 2005 noted a report on age and employment with the Council and asked that the age profile of the organisation be kept under review. Age and employment information is now therefore included in this report (see section 10).
- 9.6 Whilst the equality age legislation does not cover service provision the Council clearly has a wide range of duties in relation to different age groups, particularly, for example, in relation to children and young people. The establishment of the Directorate of Children's Services and the Directorate of Adult, Community and Housing Services during 2005/06 reflects these responsibilities. Documents such as the Children and Young People's Plan and the Older People's Strategy set out in detail the Council's approach to different age groups.

Religion and Belief

- 9.7 The Employment Equality (Religion or Belief) Regulations 2003 came into force in December 2003 and make it unlawful to discriminate against workers on the basis of religion or belief. The Equality Act 2006 also includes provision for the prohibition of discrimination on the grounds of religion or belief in the provision of goods, facilities or services although a date for this coming into force has not been announced. Religious belief has again been included in the Council's Equality and Diversity Policy for many years, together with the principle of recognising our employees' religious and cultural needs.

Sexual Orientation

- 9.8 The Employment Equality (Sexual Orientation) Regulations 2003 came into force in December 2003 and make it unlawful to discriminate against workers on the basis of sexual orientation. The Equality Act 2006 includes provision for the Secretary of State by regulations to make provision about discrimination or harassment on grounds of sexual orientation. The principle of not discriminating on the basis of sexual orientation has been included in the Council's Equality and Diversity Policy for many years although there have probably been fewer initiatives in this area than with other equality strands.

There is no legal requirement for the Council to carry out employment monitoring by sexual orientation although, as previously noted, some public authorities are now doing this and the revised Equality Standard suggests that local authorities will need to collect relevant data about the impact of its policies and procedures on people of different sexual orientations.

10. Employment Issues

Training and Development

- 10.1 A wide range of equality-related training is provided for employees. This covers a programme of courses provided across the Council through Corporate Learning and Development as well as bespoke training designed to meet particular directorate and service needs or, for example, to explain recent legislation or a new policy or procedure. New courses introduced in 2005/06 included 'understanding cultural difference' and 'inclusive service design and delivery'. All employees involved in recruitment and selection are required to undergo recent and appropriate training. The Council's performance review and development (PRD) policy requires all employees to have at least an annual PRD meeting with their line manager to review performance and identify training and development needs. Other ways to provide training and raise awareness are being examined, notably an e-training package for equality and diversity. The work on identifying equality and diversity competencies for employees referred to earlier should help in both designing and targeting future programmes.

Employment Monitoring

- 10.2 Targets for 2005/06 related to employment were:
- Work towards targets established for employees from black and minority ethnic communities and disabled employees in all directorates
 - Complete a further audit of employees to enable them to declare whether or not they regard themselves as meeting the statutory definition of disability
 - Achieve a figure of at least 96.5% of employees who have declared their ethnic origin
- 10.3 The Council has produced a range of employment monitoring data over a number of years, including recruitment and workforce profiles, so that it can assess whether or not it may be providing fair employment opportunities for all. The range and type of data collected and published continues to be expanded driven both by business need and the Government's ongoing

equality legislative programme. The new personnel and payroll system which is being introduced in stages beginning in 2005 is helping to meet the new requirements, but it will be some time before all the monitoring needs can be met through this system and older systems abandoned. Targets are set in the Best Value Performance Plan to increase the proportion of BME and disabled employees in the workforce and to match more closely the aspiration in the Equality and Diversity Policy to have a workforce as reflective as possible of the make-up of the local population in the Borough. The Council uses the 16 ethnic origin categories used by the 2001 Census. BME communities are defined as the 13 non-white groups using these categories.

- 10.4 As previously indicated the further audit of employees has been delayed so the targets relating to this have been carried forward.
- 10.5 Also as noted previously, the Race Relations Act 1976 (Statutory Duties) Order 2001 requires the Council to monitor a wide range of employment related information by racial group. The detailed results, excluding schools for which different monitoring requirements apply (details are published in the Directorate of Children's Services' annual equality and diversity annual report), are presented at Appendix 4. Analysis of this information is incorporated in the sections below.

Workforce Profile

- 10.6 Appendix 2(a) provides a general summary of the Council's workforce broken down by directorates, gender, disability, white/BME groups and part-time employees, as at April 2006. Data on the personnel and payroll system had not been transferred to the new directorate structure at this time so the profile shows the pre-remodelling situation. The Directorate of Education and Lifelong Learning is broken down further into head office and school employees.
- 10.7 Appendices 2(b) and 2(c) present this workforce data broken down by pay grade. (Appendix 2(b) shows employees at scale point 34 and above - principal officer grades and above - representing approximately the highest paid 13.5% of the workforce, excluding schools; appendix 2(c) shows employees in the lower grades below scale point 34.) Data relating to schools is not included in these tables due to different salary bandings for teachers making such comparisons difficult.

Gender

- 10.8 Taking the gender breakdown of the workforce in Appendix 2(a), all directorates, with the exception of Housing and Urban Environment (which

have large numbers of fortnightly paid employees, traditionally mainly males), have a majority of employees who are women, with the overall total for the Council at 74.60% (66.42% if school employees are excluded) This remains particularly the case in Education and Lifelong Learning and Social Services at 85% or over. The picture across local authorities in England and Wales is similar, in contrast to the economy as a whole where there is almost a balance in numbers of employees between the sexes.

- 10.9 Appendix 2(b) shows that the proportion of female employees at scale point 34 and above (i.e. top 13.5% of earners) in all directorates is smaller than that in the lower grades as in previous years. While comparisons with previous years are not always straightforward due to changes in directorates' structures, the overall picture has not changed substantially with 47.99% of the non-school, principal officer and above workforce and 69.31% of the below principal officer level workforce being women.

Table 6. BV11a % of the top-paid 5% of staff who are women (not including schools)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	41.40	n/a	n/a	n/a	n/a
2004/05	39.69	29.82	40.28	41.15	44.42
2003/04	34.4	28.13	39.05	38.89	41.73
2002/03	35.5	26.0	37.0	37.0	40.0

- 10.10 Looking at the very highest earners, the picture is gradually changing however. BV11a (see table 6) shows the percentage of the top 5 percent of earners in the workforce (excluding schools) who are women. At 41.4% this is well below the overall proportion of women in the workforce but shows a gradual upward trend in the representation of women in the most senior positions. Compared with other authorities' figures for 2004/05, it continues to put Dudley in the top quartile for English authorities and above the average for metropolitan authorities.

Ethnic origin

- 10.11 Table 7 sets out the percentage of the top paid 5 per cent of employees from a BME communities (not including schools). While at 3.60% this shows an increase from 2004/05, the 2005/06 figure is a little below that for 2003/04 and 2002/03. Compared with other authorities' figures for 2004/05, Dudley is in the

top quartile for English authorities and above average for Metropolitan authorities.

Table 7. BV11b % of the top-paid 5% of staff who are from an ethnic minority (not including schools)

	Dudley MBC	English Authorities Average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	3.60	n/a	n/a	n/a	n/a
2004/05	2.32	2.63	3.39	3.53	4.39
2003/04	3.74	2.75	3.70	3.35	4.25
2002/03	3.91	2.6	3.2	3.3	3.9

10.12 Looking at the figures for BV17a (% of employees from ethnic minority communities including schools) in table 8, there has been a gradual upward trend in the proportion of the workforce (including schools) from BME communities, although the figure for 2005/06 is the same for the previous year. This puts Dudley into the top quartile for English authorities but is below the average for Metropolitan authorities. In making this comparison, it should be noted that Dudley Borough has a relatively low proportion of its population from BME communities at 6.3% compared with most other metropolitan authority areas

10.13 Excluding schools, the figure again is the same for the two most recent years at 5.6%. The proportion of BME employees in the workforce in Dudley is below the BME proportion of the population in the Borough but much nearer to the figure when schools are excluded from the analysis.

Table 8. BV17a % of employees from ethnic minority communities (including schools)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	4.6	n/a	n/a	n/a	n/a
2004/05	4.6	4.6	4.6	5.2	6.8
2003/04	4.25	4.3	n/a	5.0	6.4
2002/03	4.07	4.0	3.8	5.0	6.0

- 10.14 The more detailed workforce breakdown provided at Appendix 2(a), shows that the proportion of directorates' workforces from a BME background in April 2006 varies quite considerably from 2.15% to 8.96%. The figure of 2.15% for the Directorate of the Urban Environment, does however represent an increase from 1.9% in July 2005 and a range of actions are being identified to maintain the upward trend.
- 10.15 Looking at the breakdown of BME employees between those at principal officer and above grades and those at below principal officer, excluding schools, (see Appendices 2(b) and (c)), a higher proportion of the employees in principal officer and above posts are from BME communities at 8.05% than in the lower paid posts (5.20%). This is due largely to the much higher proportions of BME employees in higher grades in the former Social Services Directorate, rather than being a consistent picture across all directorates. As previously noted, the proportion of employees from BME communities on the very highest salary levels (top 5%) across the non-school workforce is lower at 3.6%.

Disability

- 10.16 A new BVPI was introduced nationally in 2005/06 - the percentage of the top paid 5% of staff who have a disability (excluding maintained schools). Comparator data for other authorities will not be available until the next annual review. The figure for Dudley of 1.00% needs to be compared with the figure for the whole workforce (excluding schools) of 1.39% rather than the BV16a (see table 9.) which, due to inconsistency of definitions used by the Audit Commission, now includes schools. This shows a slightly smaller proportion of disabled employees at the highest paid posts than in the workforce as a whole (although small numbers of employees are involved).
- 10.17 Looking at table 9 in more detail, the BVPI figure for Dudley has dropped from 1.08 to 0.82% but, as noted, this is due to the change in definition to now include schools where there remain a large number of employees for whom equality monitoring data is not held. Excluding schools, the figure of 1.39% represents a continuing gradual upward trend in the proportion of the Council's workforce who have declared themselves as having a disability. However, the Council still does not compare well with the average figures for other authorities. The employee audit, which was due to be carried out in 2005/06, has been delayed but will shortly be in progress and is, as previously indicated, covering a much broader base of information than originally planned to take into account a range of new responsibilities on the Council. Revised data will be available for the 2007 annual review. Employees with a

disability are being encouraged to declare their disability through explaining why this will be of benefit to them and through including information with the audit about what impairments or conditions are considered a disability under the Disability Discrimination Act. It is an aim of the audit to establish the best possible picture of the make-up of the workforce, so that resulting actions can be based on the soundest possible data.

Table 9. BV16a % of employees with a disability (N.B. figures before 2005/06 do not include schools)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2005/06	0.82*/ 1.39	n/a	n/a	n/a	n/a
2004/05	1.08	2.96	3.74	2.11	2.65
2003/04	0.80	n/a	n/a	2.13	2.57
2002/03	0.97	2.7	3.3	2.0	2.6

*the BVPI figure for 2005/06 (0.82%) now includes schools; the figure excluding schools (1.39%) can be directly compared with previous years' figures

10.18 Proportions of disabled employees in directorates vary – figures in Education and Lifelong and particularly in schools are much lower than the average (although this undoubtedly includes large numbers of unknowns which the employee audit should help to address). Only one directorate – Housing - has a figure comparable to the top quartile for Metropolitan authorities.

10.19 The proportion of employees at principal officer and above grades with a disability is greater than that at lower salary levels but with small numbers involved it is not possible to draw any significant conclusions about progression rates.

Age

10.20 Appendix 2(d) sets out the age profile of the workforce. This shows a fair spread across all age groups although unsurprisingly with smaller numbers at either end of the age range due in large part to younger people being in further or higher education and to older people retiring.

Recruitment Summary

- 10.21 Once the recruitment module on the personnel and payroll system has been developed this will allow easier and more consistent analysis of the data currently stored on a stand-alone recruitment monitoring system. This will make year-on-year comparisons easier to make on a consistent basis. Recruitment data is summarised at Appendix 3 – more detailed data is available on request.
- 10.22 Recruitment data related to ethnic origin shows that for all posts, including schools, 13.28% of applicants, 13.01% of shortlisted candidates and 9.16% of appointees were from BME communities in 2005/06. Previous annual reviews gave figures for 'Green Book' terms and conditions posts. For 2005/06 these were 14.76%, 13.47% and 9.97% respectively. Compared with the two previous years 'Green Book' figures, this indicates a trend towards a more even proportion of people from BME communities across the three stages of the recruitment process although there still remains a significant decline from the percentage of BME applicants to the percentage of BME appointees. For fortnightly paid employees, the figures are 8.17%, 13.9% and 6.49% demonstrating that BME applicants were more successful than white applicants in being shortlisted for these posts but not at appointment stage. The proportion of BME appointees was however a considerable increase on the figure for 2004/05.
- 10.23 With gender, for all posts, including schools, 60.84% of applicants, 70.51% of shortlisted candidates and 73.35% of appointees were women during 2005/06 indicating that female candidates were more successful than male. For Green Book posts, the figures were 69.57%, 72.86% and 75.24% respectively. Compared with 2004/05 these show a slight increase in the proportion of females at each stage. With fortnightly paid posts, as in the previous year, whilst the majority of applicants were men (74.83%), the majority of those shortlisted and appointed were women (57.03% and 61.69% respectively).
- 10.24 Looking at the recruitment of disabled people, for all posts, 2.02% of applicants, 1.72% of shortlisted candidates and 1.74% of appointees during 2005/06 were disabled. For Green Book posts the figures were 2.52%, 2.11% and 2.09% which are similar to the previous year but do show a trend of an improving success rate for disabled candidates over the last three years. For fortnightly paid posts very few applicants have had a disability in recent years.
- 10.25 With age, for Green Book, fortnightly paid and all appointments, the success rates of applicants in the 31-40 and 41-50 age groups were higher than in the

younger or older age groups. This was particularly the case with fortnightly paid posts. Whilst levels of experience are likely to provide some of the explanation for this with the younger age group categories, this is not likely to provide the explanation for the older age groups and may therefore need further investigation. The figures, however, do demonstrate that the Council is recruiting employees from across all working age groups.

Statutory Monitoring by Racial Group

- 10.26 The Council has published the full range of data required by legislation relating to racial groups and employment for three years. In addition to the data on the make-up of the workforce the monitoring includes disciplinary action, grievances, and training (see Appendix 4). Where the numbers involved are small, such as with disciplinary action and grievances, longer-term figures are needed before any statistically significant conclusions can be drawn. After 3 years of data there do not appear to be any significant trends emerging that indicate an adverse impact on particular racial groups, but the figures will continue to be monitored.
- 10.27 Looking at the figures for training for 2005/6, these indicate that BME employees are slightly more likely to request and to receive short course training than white employees but the differences are small as with last year. With vocational or professional training a much higher proportion of BME employees than white employees both made requests and received this training in 2005/006, although the success rate of requests was slightly lower for BME employees.

11. Complaints of Discrimination or Harassment

- 11.1 Table 10. sets out details of recent applications to Employment Tribunal (ET) or Employment Appeal Tribunal (EAT) alleging discrimination in employment on the grounds of disability, race, religion or belief, sex or sexual orientation by the Council. (This excludes part-time workers pension claims of which there have many nationally.)
- 11.2 Looking at recent years figures, there is no particular trend apparent in the number or type of cases. The continuing programme of equality legislation does increase the potential for more employment tribunal applications to be made on different grounds. This emphasises the importance of the Council's employment policies fully incorporating the requirements of the legislation and that these are fully complied with and implemented across all directorates.

Table 10. Dudley MBC - Discrimination cases brought/disposed of April 2005 – March 2006

Directorate	Case Details	Application Lodged	Outcome
Housing	Disability discrimination	November 2005	Pre-hearing review – August 2006
Social Services	Racial discrimination	November 2005	Hearing anticipated in late 2006
Urban Environment	Disability discrimination	April 2004	Application withdrawn, July 2005
Urban Environment*	Racial discrimination	June 2004	Hearing adjourned to August 2006

*Ongoing case reported in annual review 2005

Harassment and bullying of employees

- 11.3 The Council's policy and procedure for combating any harassment and bullying of employees was introduced in April 2004 and is being reviewed in the light of experience and feedback. It recognises that harassment and bullying of employees may potentially take place on a number of grounds such as race, sex or disability and recognises this as potentially serious misconduct which may result in dismissal. A number of trained harassment support contacts across all directorates have been in place for more than 12 months to provide support to employees who may find it difficult to raise any instances of bullying or harassment or need support or advice. To date very few employees have used the formal procedure although there were around 40 employees who contacted the harassment support contacts. Responses to the 2005 employees survey, which included a relevant question, indicate that the service is appreciated by employees.

12. Conclusions

- 12.1 Measuring progress with the promotion of equality and diversity across a large organisation such as the Council is a complex task. The use of best value performance indicators on equality allows year on year and inter-authority comparisons to be made in a range of areas although these are mainly in connection with employment. Particular issues flagged up by these comparisons include the apparent low proportion of disabled employees in the workforce compared with other local authorities. Once the 2006/07 employee audit is completed, a more up-to-date picture will be available on which to

base appropriate actions. Progress is clearly being made to address the relatively low performance against another BVPI on disabled access which has been highlighted in previous annual reviews.

- 12.2 The new duties coming into force in the Equality Act 2006 draw particular attention to the gender split in the Council's workforce and indicate the need to look at what impact this might have on particular service areas and whether there is any appropriate action for the Council to take.
- 12.3 The ongoing programme of equality legislation will maintain the increasing focus on public authorities' delivery on equality and diversity. Future annual reviews will report progress with implementing the Council's Disability and Gender Equality Schemes alongside the Race Equality Scheme, which are being incorporated into an overall Equality Scheme for the Council. The development of the Equality Scheme will assist in the continuing improvements being made to the planning and performance management of equality and diversity.

Produced by the
Chief Executive's Directorate
August 2006

Appendix 1

Race Equality Scheme action plan targets to be achieved by 31st May 2006

Target	Target Date	Progress
(1) Undertake impact assessments of the listed functions/policies by May 2006	30/05/06	Majority of assessments in progress although few fully completed by end of May.
(2) Commence preparation of a combined Equality Scheme for publication in December 2006	04/12/06	Scheme currently being drafted.
(3) Revise the guidance on carrying out equality impact assessments (EIAs) to be published by October 2005	31/10/06	Guidance drawn up by October; to be amended in light of guidance from EOC and piloting in autumn 2006.
(4) Commence the introduction of the training and recruitment elements of the Council's new personnel and payroll system during 2005/06	31/03/06	Training and recruitment elements now scheduled for implementation during 2006/07
(5) Revise the approach to the 'equal opportunities' paragraph in committee reports to look at equality impact by September '05	30/09/05	'Equality impact' paragraph introduced as part of new committee report format from 01/09/06
(6) Complete the Access Strategy by October 2005 and develop an implementation plan	31/10/05	Framework for the Access Strategy approved by Cabinet in June 2005.
(7) Complete the review of language provision across the Council by September 2005 and develop an implementation plan	30/09/05	Report produced for EDAG in May 2005. Consultation undertaken during autumn. No. of issues remain to be resolved.
(8) Examine the reviews of functions and policies undertaken as part of the commitments within the Council's first Race Equality Scheme as part of the self-assessment work to be undertaken against the Equality Standard for Local Government during June to September 2005	30/09/05	Self-assessment against level 2 of Standard carried out in August 2005 and summary produced for external auditors. Learning points to be addressed in new approach to EIAs.

(9) Provide further opportunities for training on equality impact assessments for managers during 2005/06	2005/06	EIA training/piloting session to be held in autumn 2006.
(10) Produce the annual review of equality and diversity for the Select Committee on Economic Regeneration and the Cabinet by September 2005	30/09/05	Annual review considered by select committee on 08/09/05 and Cabinet on 21/09/05
(11) Produce annual directorate equality and diversity reports for June 2005 select committee meetings and action plans for February/March 2006 select committee meetings	30/06/05 31/03/06	All directorates, except Education and Lifelong Learning/Children's Services due to remodelling, achieved target
(12) Implement the actions arising from the self-assessment undertaken against the Audit Commission's 'The Journey to Race Equality' framework	Various dates	Majority of actions completed. Remainder of actions are currently being progressed. Full progress report available.
(13) Review progress against the 'The Journey to Race Equality' self-assessment in January 2006.	31/01/06	Actions reviewed by EDAG in January 2006
(14) Review the race equality outcome indicators by May 2006	31/05/06	Initial work to review the appropriateness of the indicators undertaken and will be further developed as wider equality indicators as part of the work identified by Corporate Board

Appendix 2(a) Dudley MBC workforce profile - 1 April 2006

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
Chief Executive's	264	75	28.41	7	9.33	189	71.59	54	28.57	246	93.18	18	6.82	0	4	1.52
Education Head Office	1798	280	15.57	90	32.14	1518	84.43	1025	67.52	1494	83.09	98	6.16	206	9	0.50
Education Schools	6105	903	14.79	152	16.83	5202	85.21	3219	61.88	5463	89.48	189	3.34	453	5	0.08
Finance, ICT & Procurement	610	241	39.51	15	6.22	369	60.49	138	37.40	565	92.62	44	7.22	1	8	1.31
Housing	1041	643	61.77	16	2.49	398	38.23	148	37.19	1005	96.54	34	3.27	2	29	2.79
Law and Property	214	98	45.79	11	11.22	116	54.21	48	41.38	193	90.19	19	8.96	2	5	2.34
Social Services	2324	318	13.68	85	26.73	2006	86.32	1378	68.69	2131	91.70	180	7.79	13	22	0.95
Urban Environment	1645	998	60.67	193	19.34	647	39.33	414	63.99	1593	96.84	35	2.15	17	33	2.01
Total	14001	3556	25.40	569	16.00	10445	74.60	6424	61.50	12690	90.64	617	4.64	694	115	0.82

Appendix 2(b) Dudley MBC workforce profile - scale point 34 and above (Principal officer and above) - 1 April 2006

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
Chief Executive's	67	27	40.30	2	7.41	40	59.70	3	7.50	63	94.03	4	5.97	0	1	1.49
Education Head Office	92	34	36.96	3	8.82	58	63.04	10	17.24	81	88.04	3	3.57	8	1	1.09
Finance, ICT & Procurement	146	84	57.53	2	2.38	62	42.47	23	37.10	136	93.15	10	6.85	0	2	1.37
Housing	158	113	71.52	2	1.77	45	28.48	10	22.22	151	95.57	7	4.43	0	3	1.90
Law and Property	70	52	74.29	1	1.92	18	25.71	5	27.78	67	95.71	3	4.29	0	3	4.29
Social Services	330	95	28.79	2	2.11	235	71.21	70	29.79	275	83.33	52	15.90	3	6	1.82
Urban Environment	204	150	73.53	0	0	54	26.47	10	18.52	198	97.06	6	2.94	0	5	2.45
Total excluding schools	1067	555	52.01	12	2.16	512	47.99	131	25.59	971	91.00	85	8.05	11	21	1.97

Appendix 2(c) Dudley MBC workforce profile below scale point 34 (Senior officer and below) - 1 April 2006

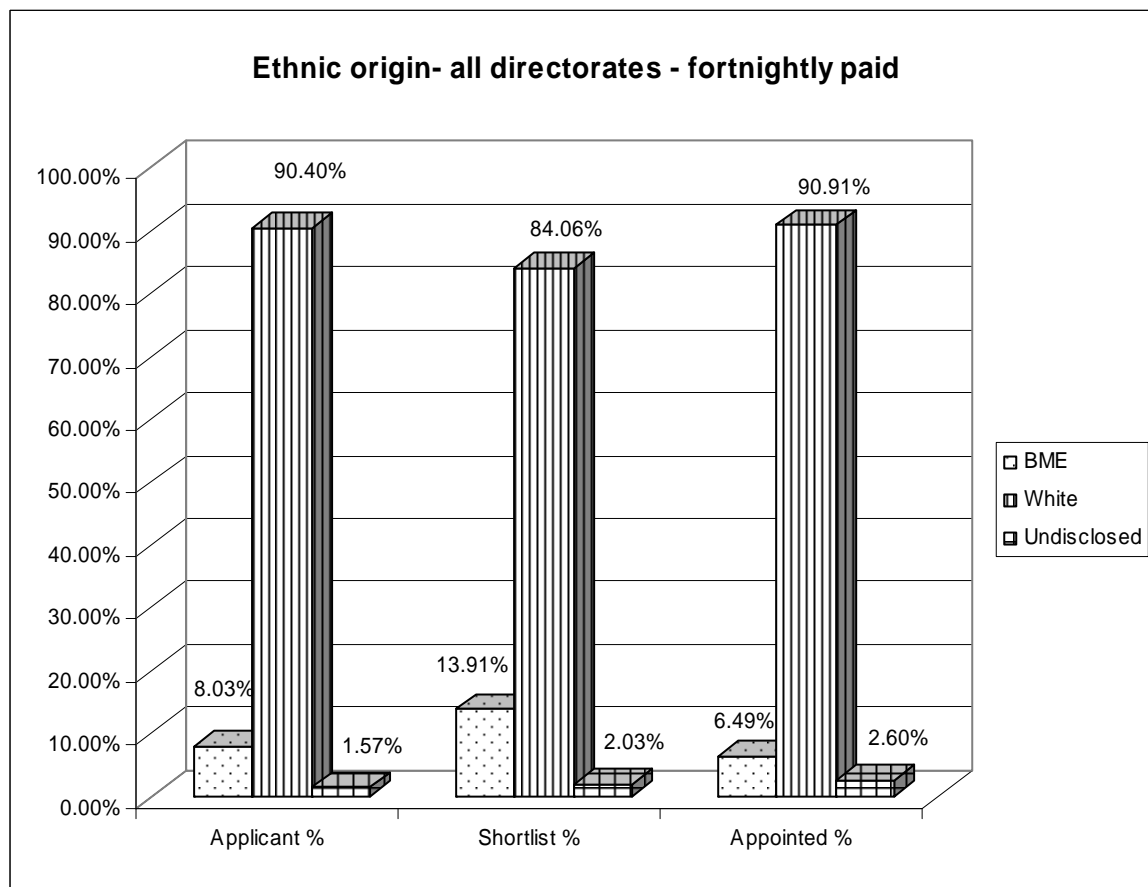
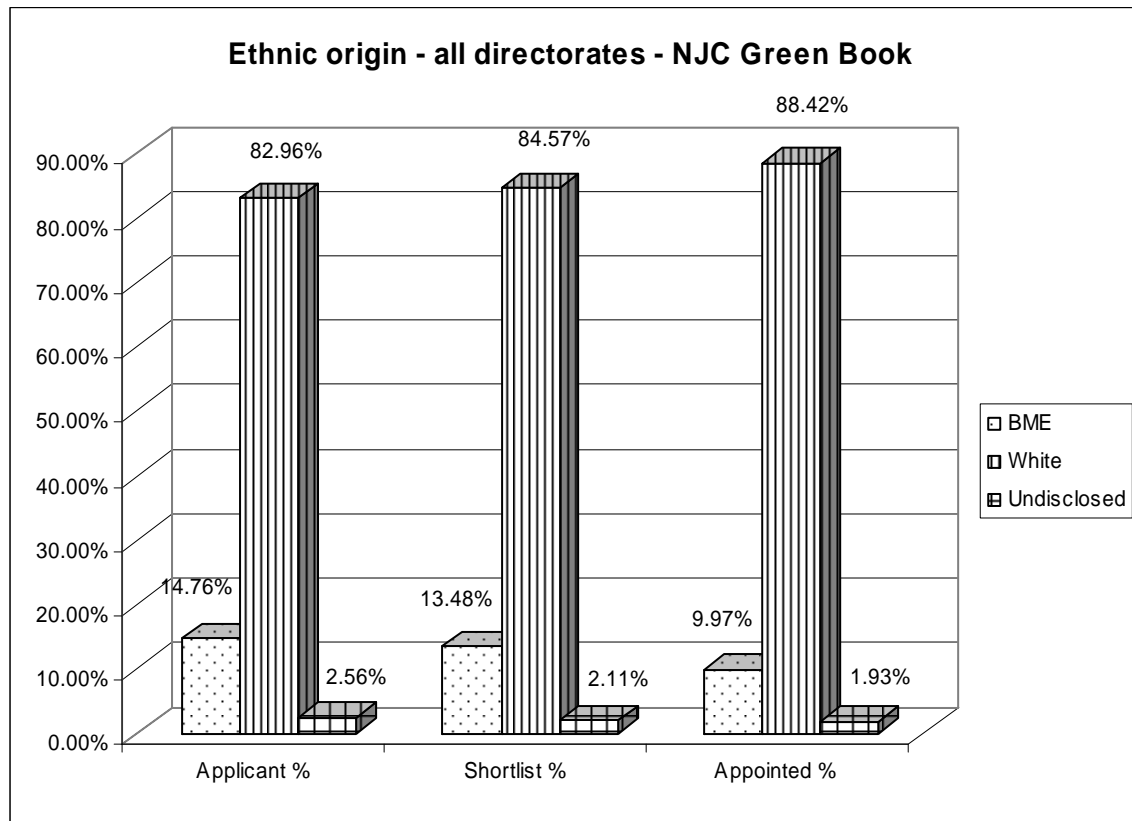
Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
Chief Executive's	197	48	24.37	5	10.42	149	75.63	51	34.23	183	92.89	14	7.11	0	3	1.52
Education Head Office	1699	242	14.24	86	35.54	1457	85.76	1013	69.53	1408	82.87	95	6.32	196	8	0.47
Finance, ICT & Procurement	464	157	33.84	13	8.28	307	66.16	115	37.46	429	92.46	34	7.34	1	6	1.29
Housing	875	528	60.34	14	2.65	347	39.66	138	39.77	847	96.80	26	2.98	2	26	2.97
Law and Property	144	46	31.94	10	21.74	98	68.06	43	43.88	126	87.50	16	11.27	2	2	1.39
Social Services	1994	223	11.18	83	37.22	1771	88.82	1308	73.86	1856	93.08	128	6.45	10	16	0.80
Urban Environment	1438	846	58.83	191	22.58	592	41.17	403	68.07	1392	96.80	29	2.04	17	28	1.95
Total excluding schools	6811	2090	30.69	402	19.23	4721	69.31	3071	65.05	6241	91.63	342	5.20	228	89	1.31

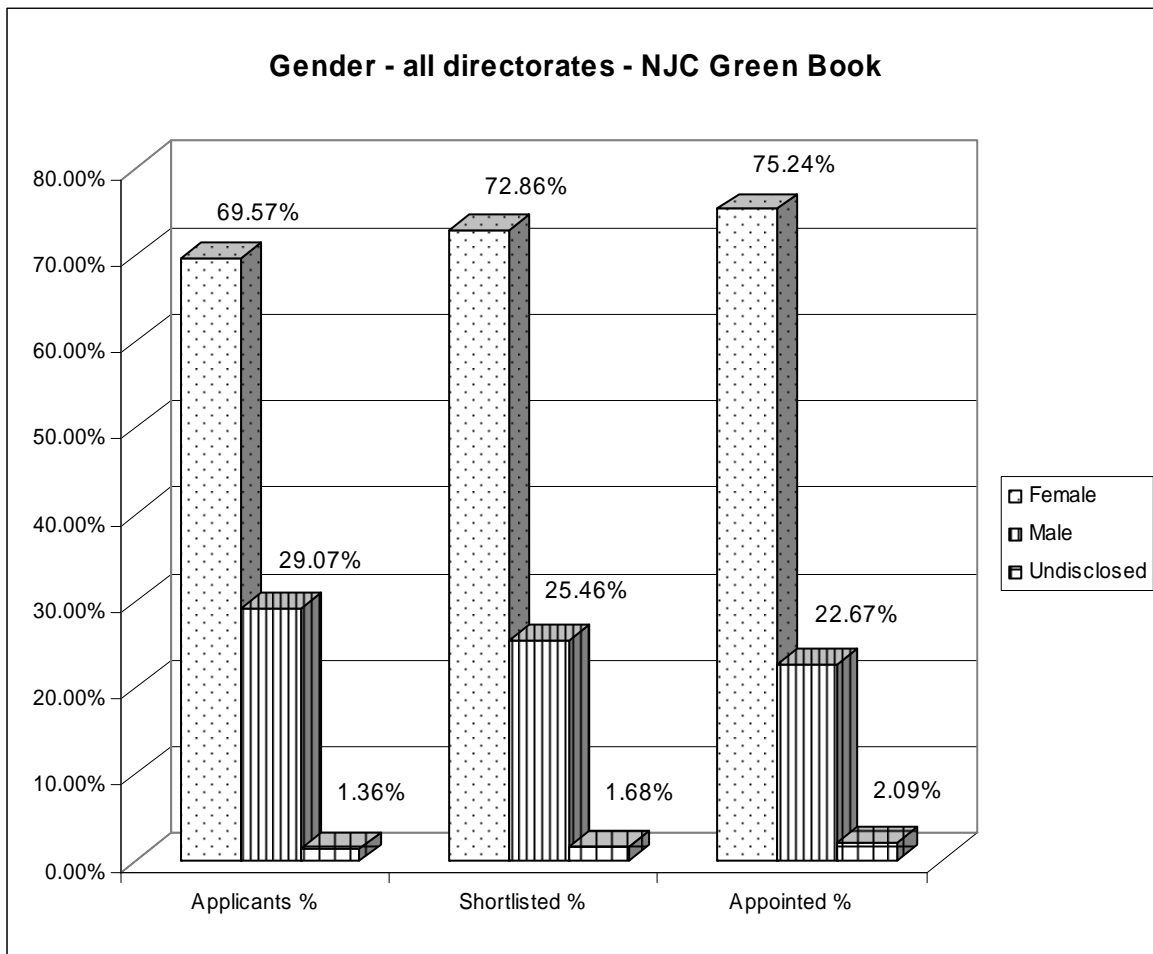
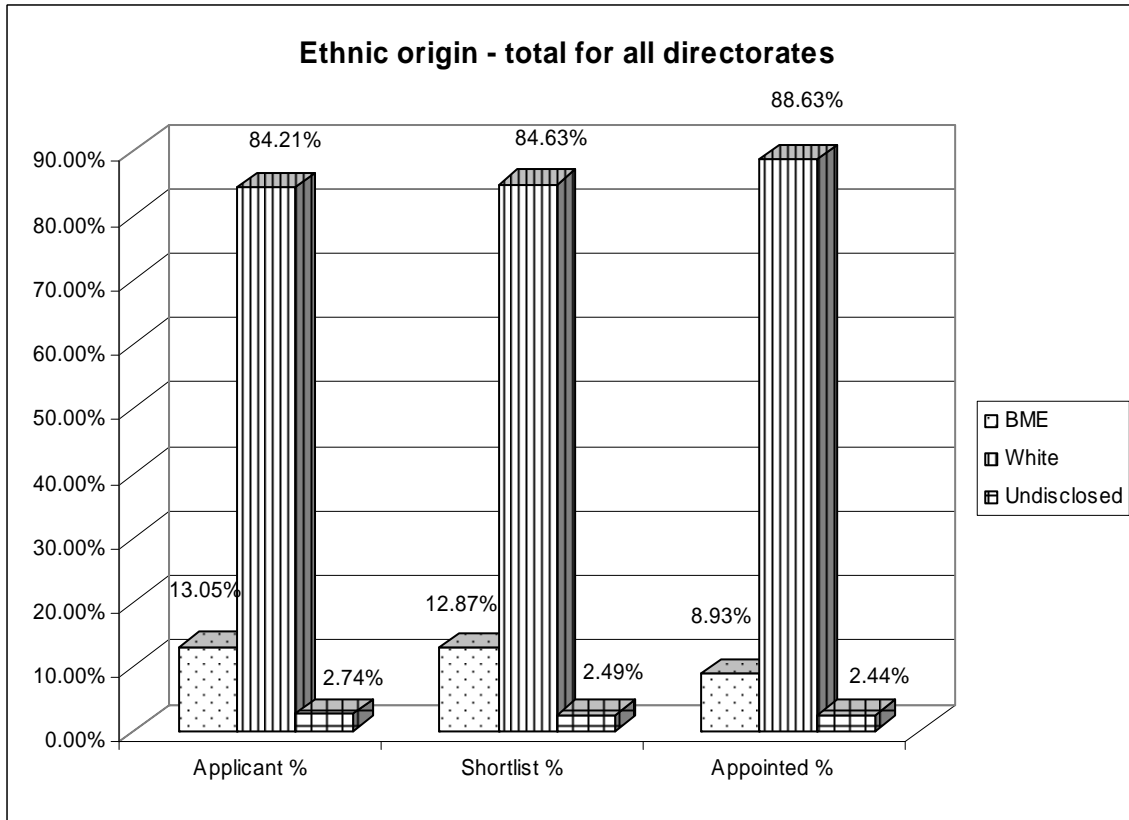
Notes to Appendices 2(a) to (c): PT – part-time

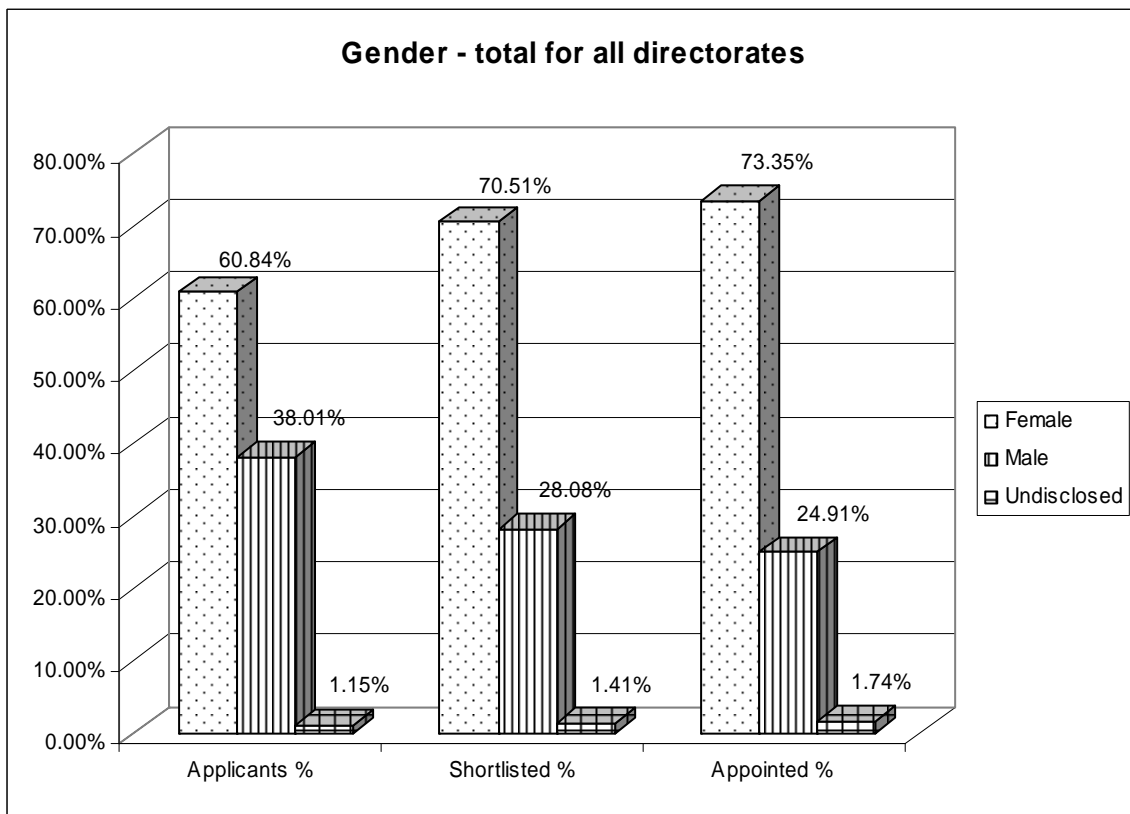
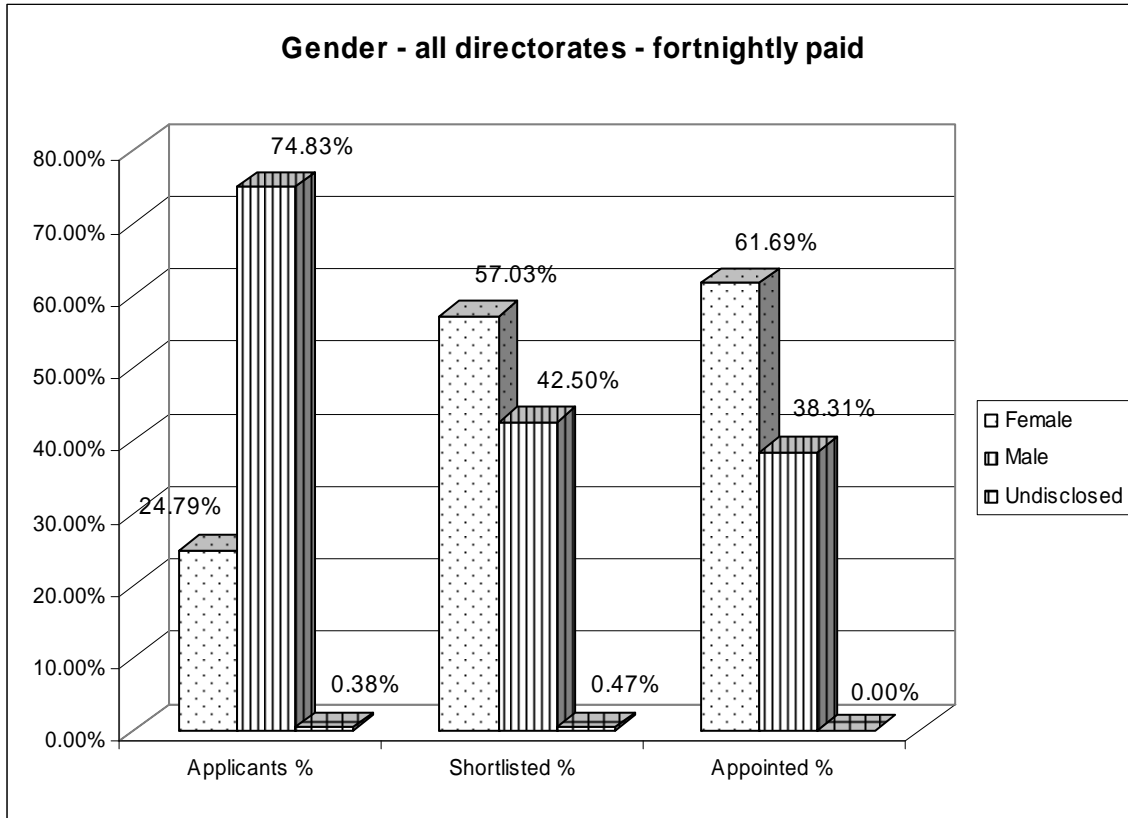
Appendix 2(d) Dudley MBC workforce profile by age - 1 April 2006

Directorate	All staff	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not known
Chief Executive's	264	67	15	22	27	38	29	25	25	10	6	0
Education Head Office	1798	139	115	148	247	327	287	255	183	82	15	0
Education Schools	6105	421	598	615	838	965	891	857	673	200	47	0
Finance, ICT & Procurement	610	94	65	76	112	87	69	53	37	14	3	0
Housing	1041	115	75	85	136	179	128	133	122	63	5	0
Law and Property	214	9	15	17	32	37	30	28	31	15	0	0
Social Services	2324	92	164	202	340	394	329	320	322	145	16	0
Urban Environment	1645	218	86	119	203	245	212	199	200	116	46	1
Total	14001	1155	1133	1284	1935	2272	1975	1870	1593	645	138	1
Percent		8%	8%	9%	14%	16%	14%	13%	11%	5%	1%	

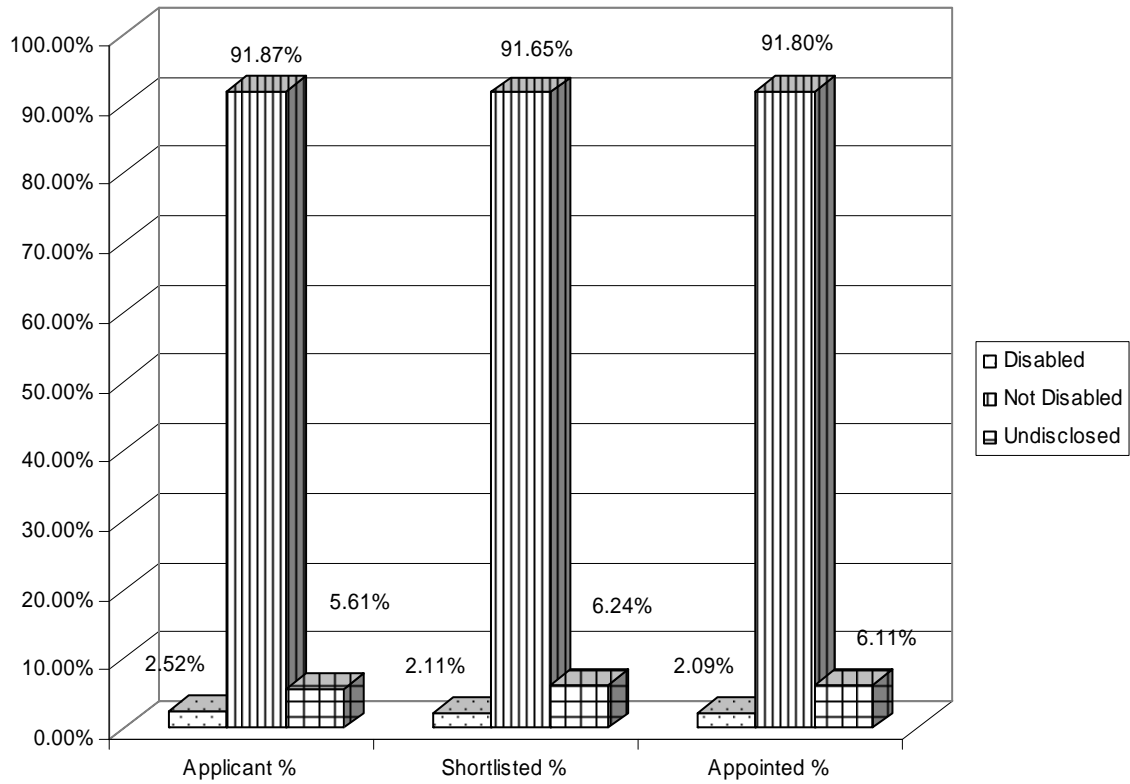
Appendix 3. Dudley MBC recruitment monitoring 1 April 2005 – 31 March 2006



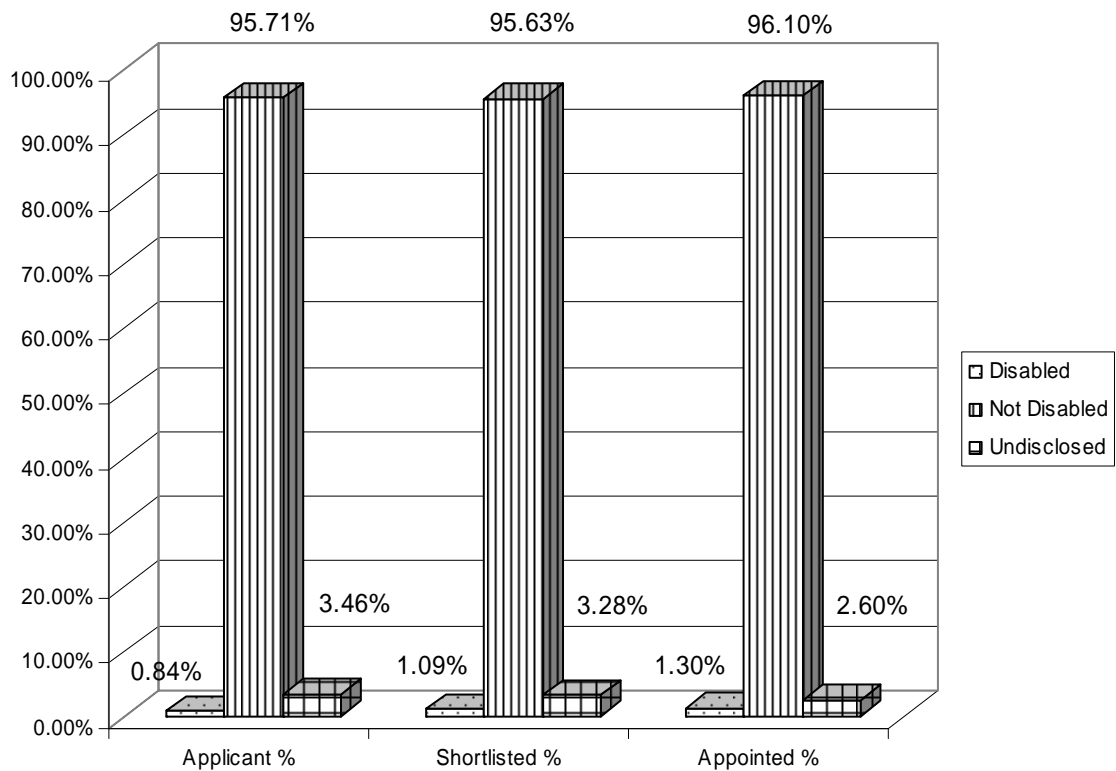


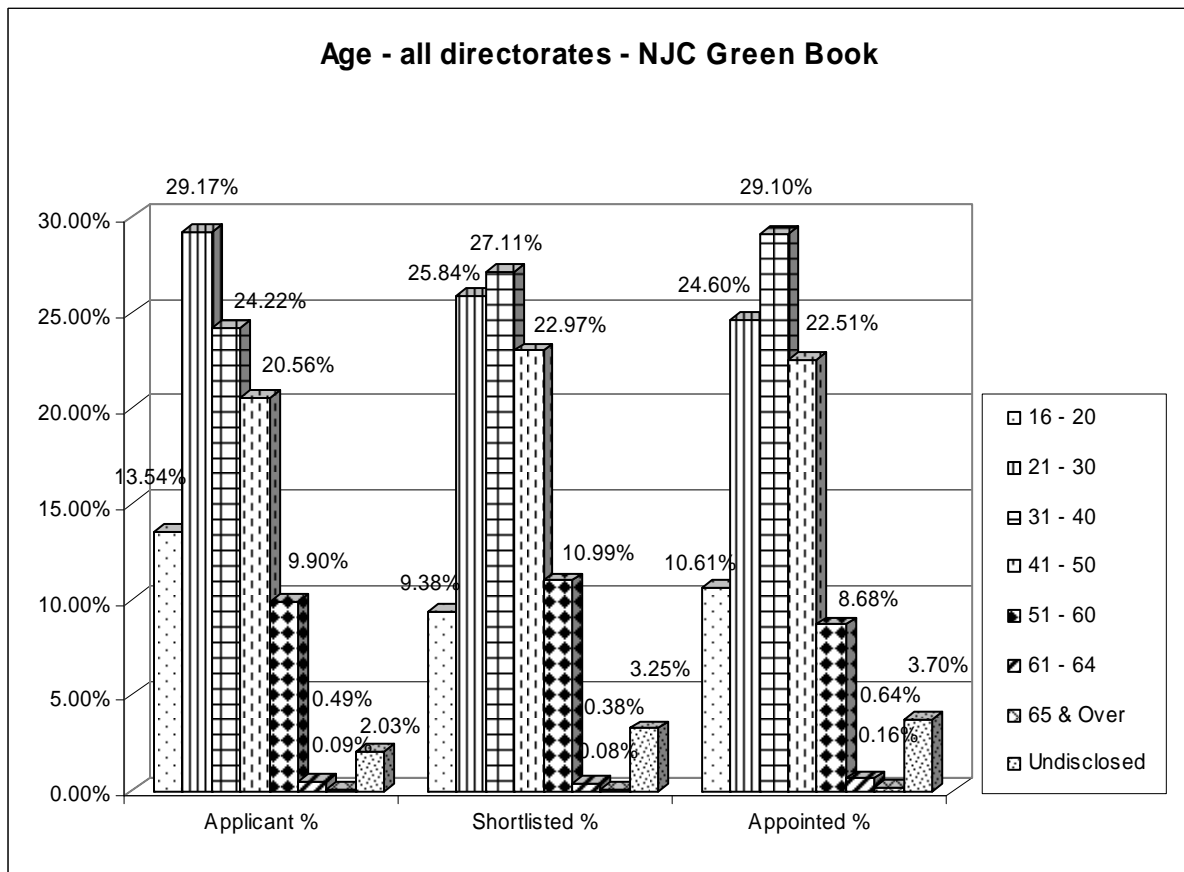
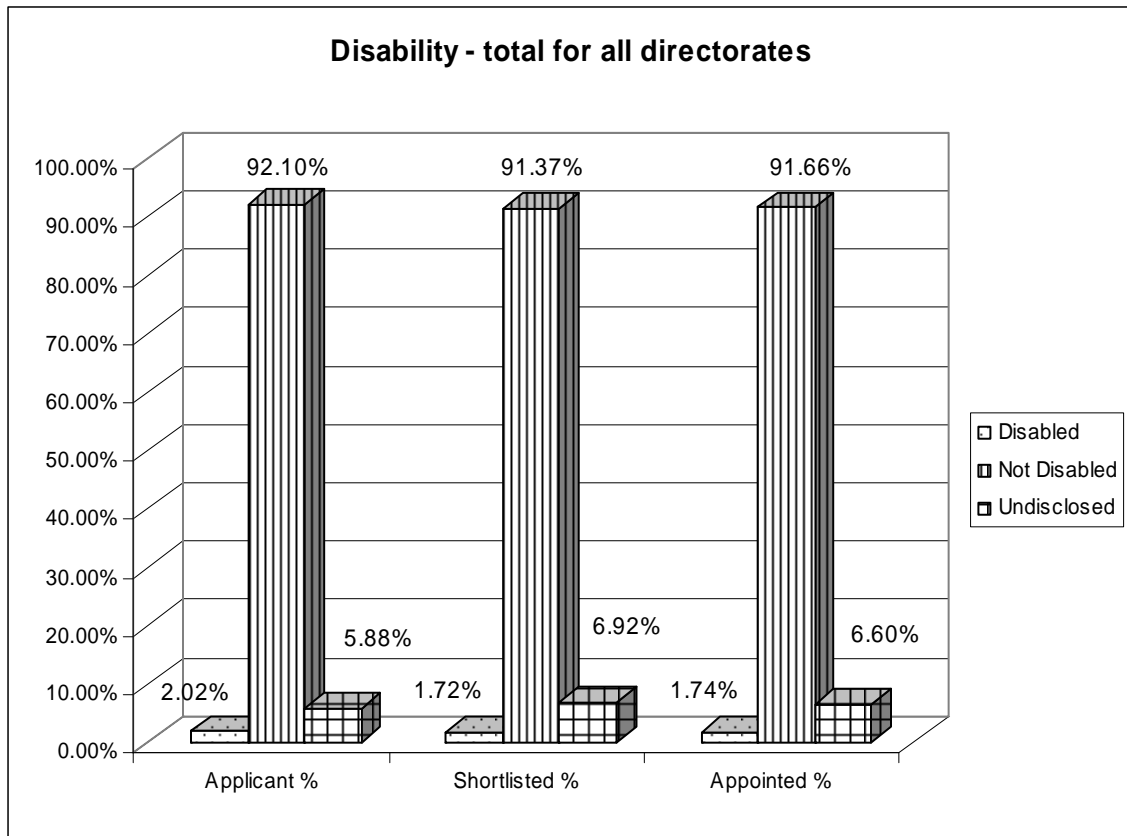


Disability - all directorates - NJC Green Book

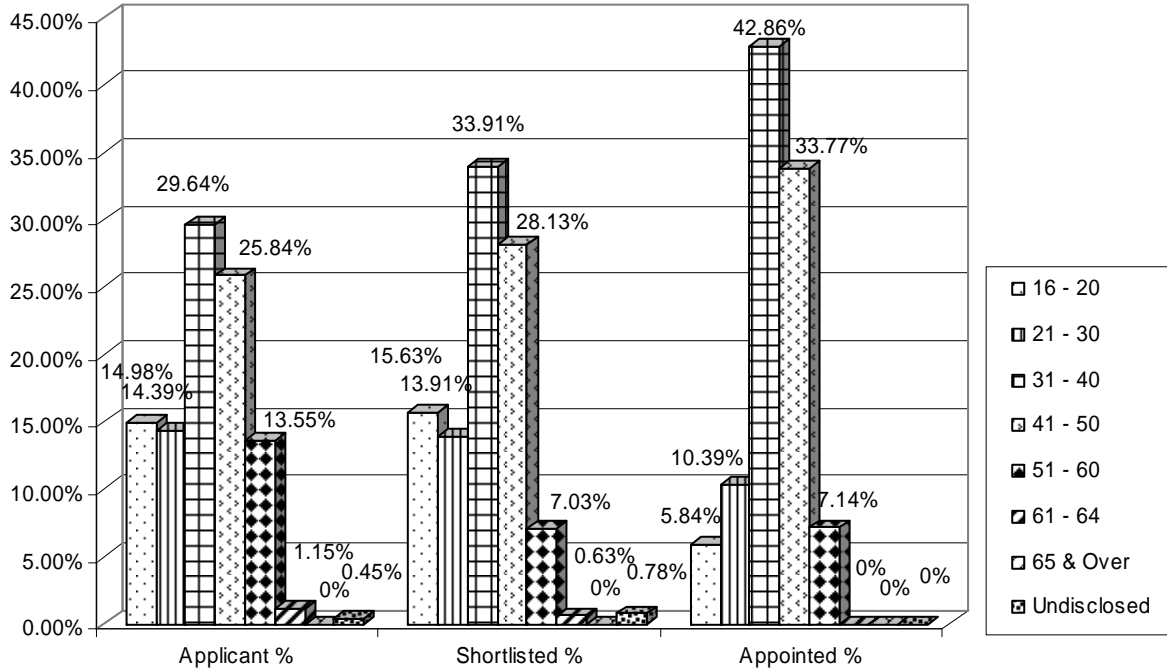


Disability - all directorates - fortnightly paid

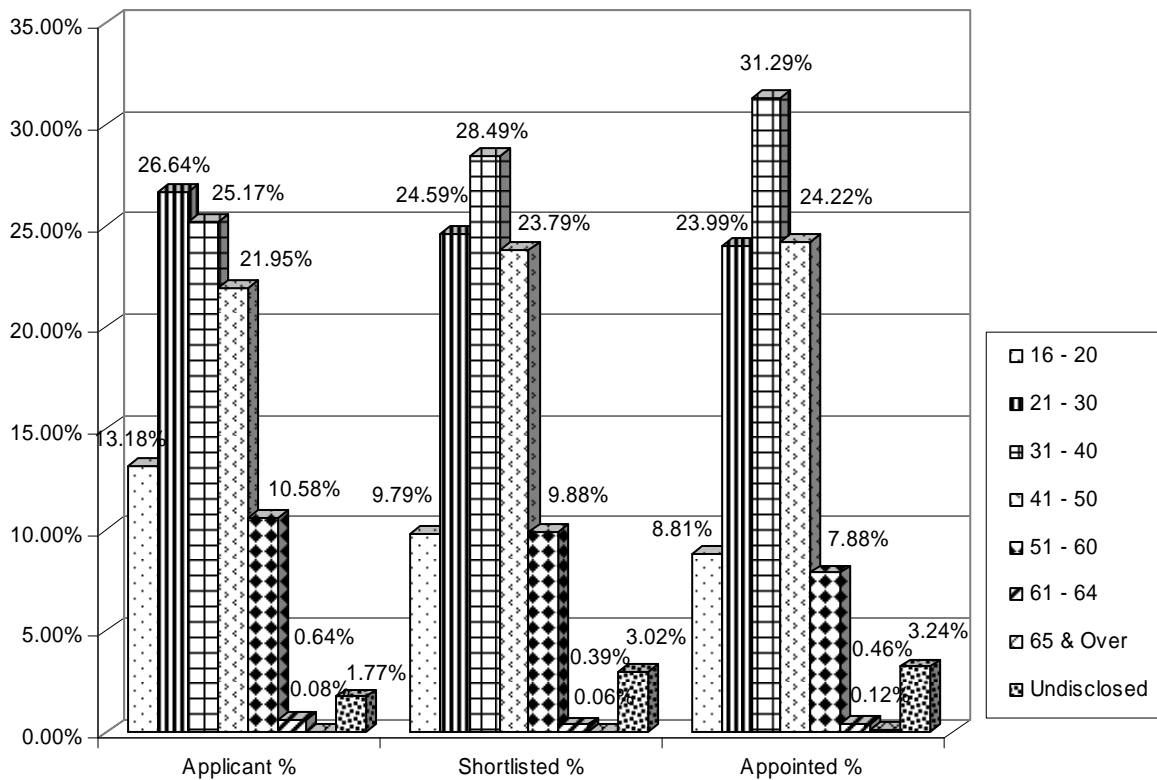





Age - all directorates - fortnightly paid





Age - total for all directorates





Appendix 4 Statutory Monitoring by Racial Group 2005/06

 Employment Monitoring by Racial Group (excluding schools) 1 April 2005 – 31 March 2006	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (AO)				African (A) Caribbean (C) Any Other Black Background (AO)			Chinese (C) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)				
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW		
No. of employees below SCP34 (Senior Officer and below)																		
Chief Executive's	0	3	2	1	0	5	0	1	0	1	0	1	0	181	0	2	0	197
Education & Lifelong Learning	1	28	18	1	4	26	3	1	7	1	0	3	2	1400	4	4	196	1699
Finance, ICT & Procurement	1	22	2	0	0	5	0	1	0	1	0	2	0	428	0	1	1	464
Housing	0	2	7	2	0	9	2	0	0	0	0	4	0	847	0	0	2	875
Law & Property	0	5	2	1	0	7	0	0	0	0	0	1	0	123	2	1	2	144
Social Services	1	40	13	3	6	45	6	1	6	2	1	2	2	1836	7	13	10	1994
Urban Environment	0	10	3	0	0	10	1	0	0	1	0	3	1	1381	3	8	17	228
Totals	3	110	47	8	10	107	12	4	13	6	1	16	5	6196	16	29	228	6811
No. of employees above SCP33 (Principal Officer and above)																		
Chief Executive's	0	1	0	1	0	1	0	0	0	0	0	1	0	62	0	1	0	67
Education & Lifelong Learning	0	0	0	0	0	2	1	0	0	0	0	0	0	80	1	0	8	92
Finance, ICT & Procurement	0	5	1	1	0	3	0	0	0	0	0	0	0	136	0	0	0	146
Housing	0	4	1	0	0	1	0	0	0	0	0	0	1	151	0	0	0	158
Law & Property	0	1	1	1	0	0	0	0	0	0	0	0	0	64	0	3	0	70
Social Services	1	8	5	2	3	26	4	0	0	2	1	0	0	269	3	3	3	330
Urban Environment	0	2	1	0	0	3	0	0	0	0	0	0	0	191	2	5	0	204
Totals	1	21	9	5	3	36	5	0	0	2	1	1	1	953	6	12	11	1067
No. of employees (all grades, including schools))																		
Chief Executive's	0	4	2	2	0	6	0	1	0	1	0	2	0	243	0	3	0	264
Education & Lifelong Learning	7	95	60	6	8	61	6	5	14	7	2	13	3	6890	26	41	659	7903
Finance, ICT & Procurement	1	27	3	1	0	8	0	1	0	1	0	2	0	564	0	1	1	610
Housing	0	6	9	2	0	10	2	0	0	0	0	4	1	1005	0	0	2	1041
Law & Property	0	6	3	2	0	7	0	0	0	0	0	1	0	187	2	4	2	214
Social Services	2	48	18	5	9	71	10	1	6	4	2	2	2	2105	10	16	13	2324
Urban Environment	0	12	4	0	0	13	1	0	0	1	0	3	1	1575	5	13	17	1645
Totals	10	198	99	18	17	176	19	8	20	14	4	27	7	12569	43	78	694	14001

 Employment Monitoring by Racial Group (excluding schools) 1 April 2005 – 31 March 2006	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Overall Totals
	Pakistani (P) Indian (I) Bangladeshi (B) Any Other Asian Background (OA)				African (A) Caribbean (C) Any Other Black Background (OB)			Chinese (C) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)			
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
Number of employees promoted to higher graded posts.																	
Chief Executive's														1			1
Education & Lifelong Learning						1								34			35
Finance, ICT & Procurement		1				1								28			30
Housing		1												17			18
Law & Property		1												3			4
Social Services		3	1		1	4			1					116		2	127
Urban Environment		1	1											13			15
Totals	0	7	2	0	1	6	0	0	1	0	0	0	0	212	0	2	230
Number of secondments to higher graded posts																	
Chief Executive's																	0
Education & Lifelong Learning														5			5
Finance, ICT & Procurement		1												5			6
Housing		1												15			16
Law & Property																	0
Social Services														8			8
Urban Environment														3			3
Totals	0	2	0	0	0	0	0	0	0	0	0	0	0	36	0	0	38
Number of employees requesting short-course skills or knowledge training																	
Chief Executive's														9			9
Education & Lifelong Learning	1	15	8	1		10	5	2					9	766		4	821
Finance, ICT & Procurement		10	10	2		6						1	1	434			464
Housing		3	5			6		1					2	718			735
Law & Property		6	1	1		3	5							136	4	3	159
Social Services		42	21	5	10	77	17	1	15	2	9	3		2905	8	18	3133
Urban Environment		5	1	1		1	1					2		434	1	2	448
Totals	1	81	46	10	10	103	28	4	15	2	9	6	12	5402	13	27	5769

 Employment Monitoring by Racial Group (excluding schools) 1 April 2005 – 31 March 2006	Asian or Asian British Category Pakistani (P) Indian (I) Bangladeshi (B) Any Other Asian Background (OA)				Black or Black British Category African (A) Caribbean (C) Any Other Black Background (OB)			Chinese or Other Ethnic Category Chinese (C) Other (O)		Mixed Category Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				White Category British (BW) Irish (IW) Other White (OW)			Overall Totals
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
No. of employees receiving short course skills or knowledge training																	
Chief Executive's														9			9
Education & Lifelong Learning	1	15	8	1		10	5	2					9	766		4	821
Finance, ICT & Procurement		10	9	2		5						1		354			381
Housing		3	5			6		1					2	624			641
Law & Property		6	1	1		3	5							136	4	3	159
Social Services		37	14	5	7	61	11	1	11	2	8	2		2165	5	17	2347
Urban Environment		5	1	1		1	1					2		475	1	3	490
Totals	1	66	38	10	7	86	22	4	11	2	8	4	11	4529	10	21	4848
No. of employees requesting vocational/professional training																	
Chief Executive's														2			2
Education & Lifelong Learning		3	2			6		1		1			1	109		3	126
Finance, ICT & Procurement		1			1									19			21
Housing		2				1								42			45
Law & Property			2	1		1								31	1	1	37
Social Services		6		1	1	4								92		1	105
Urban Environment		2												17			19
Totals	0	14	4	2	2	12	0	1	0	1	0	0	1	312	1	5	355
No. of employees receiving vocational/ professional training.																	
Chief Executive's														2			2
Education & Lifelong Learning		3	2			6		1		1			1	107		3	124
Finance, ICT & Procurement		1			1									36			38
Housing						1								36			37
Law & Property			2	1		1								31	1	1	37
Social Services		6		1		3								83		1	94
Urban Environment		2												23			25
Totals	0	12	4	2	1	11	0	1	0	1	0	0	1	318	1	5	357

 Employment Monitoring by Racial Group (excluding schools) 1 April 2005 – 31 March 2006	Asian or Asian British Category Pakistani (P) Indian (I) Bangladeshi (B) Any Other Asian Background (OA)				Black or Black British Category African (A) Caribbean (C) Any Other Black Background (OB)			Chinese or Other Ethnic Category Chinese (C) Other (O)		Mixed Category Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				White Category British (BW) Irish (IW) Other White (OW)			Overall Totals
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
No. of employees receiving performance assessments																	
Chief Executive's																	123
Education & Lifelong Learning		1				2								180		1	184
Finance, ICT & Procurement	1	25	2	1		6				1				508			544
Housing		7	7	2	1	11					1	3		759		1	792
Law & Property		3	3	2		6	1				1	1		174	1	1	193
Social Services																	
Urban Environment		5	1	1			1							421	2	2	433
Totals	1	41	13	6	1	25	2	0	0	1	2	4	0	2042	3	5	2269
No. of employees suffering disadvantage as a result of performance assessment																	
Chief Executive's																	
Education & Lifelong Learning																	
Finance, ICT & Procurement																	
Housing																	
Law & Property																	
Social Services																	
Urban Environment																	
Totals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No. of employees who have raised formal grievances.																	
Chief Executive's																	0
Education & Lifelong Learning						1								2			3
Finance, ICT & Procurement																	
Housing																	
Law & Property																1	1
Social Services														6			6
Urban Environment		1												10			11
Totals	0	1	0	0	0	1	0	0	0	0	0	0	0	18	0	1	21

 Employment Monitoring by Racial Group (excluding schools) 1 April 2005 – 31 March 2006	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Overall Totals
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (OA)				African (A) Caribbean (C) Any Other Black Background (OB)			Chinese (C) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)			
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
Number of employees having disciplinary action taken against them.																	
Chief Executive's																	0
Education & Lifelong Learning														4			4
Finance, ICT & Procurement																	
Housing														8			8
Law & Property														4			4
Social Services														4			4
Urban Environment						1								6			7
Totals	0	0	0	0	0	1	0	0	0	0	0	0	0	26			27
Number of employees ending their employment.																	
Chief Executive's		1	4		1							1		26			33
Education & Lifelong Learning		13	4	6	1	11	2		4					758	1	14	911
Finance, ICT & Procurement	1	1				1								34			38
Housing						1								54			58
Law & Property		1	1											18			21
Social Services		5		1	2	2	4		1	2		1		155	1	2	185
Urban Environment													1	129	1		131
Totals	1	21	9	7	4	15	6	0	5	2	0	2	1	1174	3	16	1377

See also Appendix 3 for recruitment monitoring by racial group