Annual Review of
Equality and Diversity 2007

Dudley
Metropolitan Borough Council

August 2007

Dudley Metropolitan Borough Council

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Contents

1.   Introduction

1.1   The 2007 annual review of equality and diversity is Dudley Council's sixth annual report on Council-wide progress with promoting equality and diversity. The review is prepared alongside individual directorate annual reports which look in more detail at how directorate equality and diversity action plans have been progressed. The annual review is prepared for the Cabinet and the select committee which has the responsibility for Council-wide equality and diversity work – currently the Select Committee on Regeneration, Culture and Adult Education.

1.2   The annual review has developed considerably over the last six years and was introduced well in advance of statutory requirements to report progress annually with Disability and Gender Equality Schemes. Given that these legal requirements are now in place, the annual review will be the vehicle for reporting on progress with implementing the Council's overall Equality Scheme, again supplemented by directorate annual reports, and, where appropriate, with more detailed information on the Council's website.

1.3   The Council's first combined Equality Scheme was published in April 2007, bringing together the Disability Equality Scheme published in December 2006, with the Gender Equality Scheme required to be published in April 2007, together with a revised Race Equality Scheme. Given that the scheme has only been published for a few months, only some of the actions will have been progressed significantly, so this annual review reflects that fact. Future annual reviews will be able to report on more substantial progress with the full range of actions.

2.   Priorities

2.1   The Equality Scheme sets out a revised Equality and Diversity Policy for the Council and provides more detail about the organisational structure and management arrangements for dealing with equality and diversity work.

2.2   The Scheme sets out a number of priorities for 2007-10 which are reflected in the action plan included in the scheme. The action plan is split into: all equality areas, race equality, disability equality and gender equality, and reporting early progress on these actions forms the main basis for this review alongside the usual reporting of performance indicators and employment data. Numbered references in the text refer to the actions in the Equality Scheme action plan (see Appendix 1).

2.3   Reporting progress with the priority areas identified for 2006/07 is also included under the relevant heading in the report. These were:

(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.   Measuring Progress

3.1   As well as the achievements against the Council-wide targets for 2006/07 and early progress on the targets for 2007-10 set out in the Equality Scheme, progress can also be assessed to some extent through the Audit Commission best value performance indicators (BVPIs) related to equality and diversity. Some comparisons are made with other authorities where this data is available and where comparisons are relevant. The most recent figures available from the Audit Commission for comparison with other authorities are for the 2005/06 year.

3.2 External inspections also provide some indications of the Council's progress in promoting equality. The Council underwent a Corporate Assessment during the spring of 2006 as part of the Comprehensive Performance Assessment, and diversity issues were a key part of the framework used by the Audit Commission for this assessment. The final report from the assessment was issued in spring 2007 and its executive summary notes that:

> 'The Council has good knowledge of local communities. Priorities are supported by a range of good quality consultations and the Council is improving the way in which it accounts for the needs of its diverse communities. Recent examples show good levels of engagement which informs future strategy such as the older people's strategy. Different approaches are being taken to engage black and minority ethnic communities (BME) such as the successful 'conferences' which are stimulating local people's involvement in Council planning. Capacity is building in resident and tenant organisations as well as from services supplied by the voluntary sector, both paid and unpaid.

> The Council's approach to user focus and diversity is developing well with some good examples of responding clearly to user needs such as older people and the plan for additional single access service points. User access has benefited from involvement of disability groups and the Council has a structure of equality monitoring and planning.'

4.   All Equality Areas

4.1 The priorities for 2005/06 (see section 2) contained a number relating to the preparation of the Equality Scheme. As previously noted, this was published in April 2007, in line with the requirement in the Equality Act 2006 for public authorities to publish a Gender Equality Scheme by 30th April. Other provisions of the Equality Act were also brought into force that month, notably Part 2 of the Act, outlawing discrimination in the provision of goods, facilities and services on the basis of religion or belief, and the Equality Act (Sexual Orientation) Regulations 2007 outlawing discrimination in the provision of goods, facilities and services on the basis of sexual orientation. The Equality and Diversity Advisory Group (officers' steering group) has reviewed the guidance from the Department for Communities and Local Government in this regard. The Equality Scheme includes a commitment to integrate fully actions relating to these equality strands into the Scheme by March 2009.

4.2 A revised version of the Equality Standard for Local Government was issued by the IDeA in May 2007, having been long delayed. A decision had been made by the Equality and Diversity Advisory Group to await the revised version before committing resources to further work against the Standard, but this can now progress. It will involve joint approaches and the sharing of good practice with other authorities in the West Midlands in achieving level 3 of the standard, which now needs external verification (1.10).

4.3 Directorates have identified the equality impact assessments to be carried out in 2007/08 in their action plans (1.3), and all directorates submitted these action plans to the relevant select committee in February/ March. Directorate annual reports were produced for June/July select committees with the exception of the Adult, Community and Housing Services' report which is due to be considered by select committee in September (1.7).

4.4 Consultation was carried out with the Citizen's Panel on perceptions of the Council as an employer to meet the commitment in the People Management Strategy 2006-08 in this respect (1.13). 47% of respondents thought that the Council is a good place to work for people from a variety of different backgrounds while only 3% did not. (Other respondents did not express a view or a preference.) Further actions undertaken from the strategy resulted in the retirement policy being revised and the normal retirement age within the Council being altered from 65 to 70. This was in response to the Employment Equality (Age) Regulations 2006, which outlawed discrimination in employment and training on the basis of age. Training and awareness sessions were held with key staff, including schools, on the implications of the regulations. New homeworking and revised flexi-time and voluntary alteration of hours policies were completed to meet other commitments in the strategy. The revised recruitment policy and procedure is, however, still outstanding due to diversion of resources needed to progress the grading and pay review.

4.5 The audit to update employee personal data has been completed and the data entered on to the PSE personnel system by July this year (1.14). The full impact of the audit will not be reflected in the annual review analysis of employment data (see section 8) until the 2008 annual review, as the data presented reflects the situation on 1 April each year. A separate report has however been prepared for the Select Committee on Regeneration, Culture and Adult Education on the results of the audit in respect of disabled employees. This demonstrates that the audit succeeded in considerably increasing the number of employees who have recorded that they have a disability.

4.6 The recruitment module of the PSE personnel system was piloted in the Directorate of Adult, Community and Housing Services early in 2007 and is now being extended to all directorates in order to replace the old, freestanding system (1.15).

4.7 The equality and diversity competencies which are expected of employees at all levels are being clearly defined so that there is a more evident basis and rational for the training and information that is provided for staff in relation to equality and diversity. Traditional training approaches will be supplemented by an e-diversity training package available to employees through the Council's intranet (1.1/1.12). Information available to employees, Members and the public is being more clearly organised and signposted. Equality and diversity web pages have now been developed on the Council's website in order to promote accessibility of reports and information related to the Council's approach and progress (1.8).

4.8 Twice yearly training sessions for employees and project teams involved in procurement have now been introduced which covers the Council's guidance on promoting equality through procurement (1.17).

5. Race Equality

5.1 A community cohesion action plan for the borough has been drafted through Dudley Community Partnership's Community Cohesion Sub-Group which should be finalised in the autumn (2.1). This will highlight a number of areas of good practice and a range of actions to be taken across agencies. For example, Routes to Roots, a web based, interactive learning resource designed to help young people understand the multi-ethnic origins and traditions of the UK, has been developed through Children's Services and will be available to all borough schools from September (2.2). Guidance has been provided to schools in meeting the new duty on school governing bodies to promote community cohesion which comes into force on 1st September 2007 (Education and Inspections Act 2006)

5.2 Four targets from the Local Area Agreement relevant to promoting race equality are included in the Race Equality Scheme covering broadening the impact of culture and recreation, independent living for older people, increasing employment and increasing basic work-related qualifications. As the LAA runs from 1 April 2007, it is too early to be able to report any significant progress in meeting these targets (2.3).

5.3 A BME community consultation and information event was held in March 2007 which was well attended. A follow-up, major event is being planned for 17th November 2007 as part of the commitment to at least one such event a year, involving all directorates within the Council and relevant partners. Communities are also being involved in planning and running the event (2.4). Actions arising from this will be used to inform the development of the race equality scheme (2.5)

5.4 An audit of consultation with BME communities across the Council has been undertaken and its results are being analysed in order to identify and share good practice. (2.6)

5.5 A number of events and activities were held in Black History Month in 2006 and planning is in place for a similar programme for October 2007- more details are published on the Council's website (2.7).

5.6 A large number of race impact assessments have been undertaken. A new approach to equality impact assessments has been introduced for the 2007/08 year, so that all relevant equality strands are looked at during the assessment rather than just race. This reflects changes to legislation on disability and gender equality. As noted in the 2006 annual review, the programme of race impact assessments was overambitious and some have yet to be completed, a number being carried forward into the current year as equality impact assessments (2.10).

5.7 BVPIs relating to race equality (employment PIs are covered in section 8) are reported in tables 1 to 3. BV2b is a complex set of questions relating to the promotion of race equality. The Council's figure of 68% is similar to the

Table 1. BV2b 'Duty to promote race equality'

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2006/07	68%	n/a	n/a	n/a	n/a
2005/06	68%	63%	79%	72%	79%
2004/05	68%	58%	74%	71%	84%
2003/04	58%	47%	63%	52%	63%

n/a – not available; Met. - metropolitan

average for metropolitan authorities and all English authorities for 2005/06 (see table 1) (2.9), but it should be noted that there is no clear guidance from the Audit Commission on this indicator and authorities' interpretations are likely to vary widely.

5.8   BV174 and 175 relate to racists incidents. Racist incidents are dealt with through the multi-agency Dudley Race/Hate Crime Incidents Group. The number of incidents reported has risen year on year (see table 2), reflecting, at least in part, increased confidence in reporting and improved access to opportunities to report. The Audit Commission does not provide quartile, comparative figures for other authorities as populations vary so widely and, as indicated above, higher figures may indicate a reduction in unreported incidents rather than an increase in the actual number of incidents. All reported incidents in the borough are followed up (table 3).

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
2006/07	182.92	n/a	n/a	n/a	n/a
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

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
2006/07	100	n/a	n/a	n/a	n/a
2005/06	100	94.7	100	95.54	100
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. Disability Equality

6.1 With the requirement of the Disability Discrimination Act 2005 to publish a Disability Equality Scheme, the Council's existing Disability Access Strategy was incorporated into the Council's Scheme during 2006.

6.2 The Scheme highlights a number of separate strategies on services for disabled people. Good progress is being made in implementing the Learning Disability Strategy. For example, a range of work has been carried out in BME communities with Ehsas Carers (supports parents and carers of children and adults with disabilities) and the Apna Group (for people with learning disabilities) on training and improving access to services. A strategy for services for adults with autism and Asperger's syndrome in Dudley which sets out a vision and direction for the development of services from 2007 to 2010 has now been developed (3.1).

6.3 The Special Educational Needs Strategy has been reviewed. The Hearing Impaired Resource Base has transferred from Redhill Secondary School to Crestwood School and sites have been identified for the relocation of Rosewood and Old Park Special Schools and the home and hospital tuition service.   Work is progressing on developing support for children with autism and behavioural, emotional and social difficulties (3.1).

6.4 The review of services for children with a disability has been completed and reported to the Children and Young People Implementation Group, and the resulting strategy 'To improve the outcomes for children and young people with disabilities' is under development, underpinned by the National Standards Framework and the Every Disabled Child Matters Local Authority Charter that the Council has signed (3.2). Alongside this, detailed actions are being developed in the Children's Services Accessibility Strategy in order to increase access to school education for disabled pupils (3.1).

6.5 A physical and sensory disabilities conference was held on 12th July to inform the development of the physical and sensory disabilities strategy. This is now due for completion in December 2007 (3.3).

6.6 Discussions have been held with Access for Disabled People and Carers about the equality impact assessments that they will be most involved in during the 2007/08 year and the project continues to be supported through Chief Executive's, Adult, Community and Housing Services and the Primary Care Trust (3.4).

6.7   A further allocation of £100,000 has been made to continue to improve disabled access to the Council's buildings (3.5). Table 4 shows the gradual improvement in the proportion of Council buildings fully complying with part 'M' of the building regulations over the last four years. The civic quadrant project in central Dudley presents a major opportunity to modernise or replace a number of our buildings and make them more appropriate for accessing services and for employment for disabled people, and to continue to tackle the

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
2006/07	29.0	n/a	n/a	n/a	n/a
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

legacy of a large portfolio of older buildings. There are no longer comparison statistics for other authorities from 2005/06 as the Audit Commission has acknowledged the different bases on which authorities have compiled their figures. However, historic figures give an indication of the extent of the gap that the Council is addressing.

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
2006/07	100	n/a	n/a	n/a	n/a
2005/06	99.55	82.8	99.6	73.6	98.2
2004/05	99.53	87.05	100	79.95	95.45

6.8   Another BVPI demonstrates the improvements being made to tackle physical access issues. Table 5 shows the Council's performance on the percentage of

pedestrian crossings with facilities for disabled people, which has now reached 100%.

6.9 Work is ongoing with improving signage to Council buildings with leisure centres currently being addressed (3.8). The replacement of the Council's access guides to buildings across the borough is being examined with a proposal to have a web based guide focussing, certainly initially, on Council-owned buildings (3.6).

6.10 Initial discussions have been held looking at marketing and communications activities in relation to disabled people particularly in the Council's role in raising wider awareness of how to be involved in improving the life chances of disabled people (3.16).

6.11 The requirement for public authorities to produce disability equality schemes does not come into force for primary and special schools until December 2007. A series of workshops have been held by staff in Children's Services to provide support to school leaders, including governors, and school equal opportunities coordinators in the development of their schemes (3.18). The Directorate has joined a national pilot scheme testing a toolkit for improving data collection in schools so that the progress of pupils with a disability can be better assessed (3.17).

6.12 The Council is annually assessed for the JobCentre Plus's positive about disabled people symbol. Recent discussions have been held with the Employees with Disabilities Group on continuing to fulfil the required commitments (3.13).

6.13 As noted elsewhere in the review, the personal data audit has been completed and has succeeded in more than doubling the number of employees in indicating that they have a disability to 2.0% (3.11/3.12). Further work will be undertaken on identifying actions to increase further the proportion of the workforce with a disability.

7. Gender Equality

7.1 Now that the personal data audit has been completed the Head of Personnel will be working with individual directorates over the next few months to identify areas of occupational segregation by sex and underrepresentation by ethnic group or disability in their workforces, along with practical action that could be taken to address these and to ensure that the Council is attracting the best people to work for it from all backgrounds (4.3). The 'women into

construction' programme operating in Housing Services to attract and train more women to enter this traditionally male dominated work environment continues to operate with some success (4.4). A bid submitted by the Black Country Partnership for Care and the social services training teams from the Black Country local authorities for European funding for a 'Gender Equality in Care project' to deliver NVQ Level 2 training across the Black Country to male care workers was, unfortunately, unsuccessful despite being highly rated (4.5*).*

7.2   Considerable work continues to be put into progressing the grading and pay review which will address the specific duties under the Equality Act 2006 to look at any differences between the pay of men and women that is related to their sex (4.1).

7.3   The Head of the Children's Information service made a presentation to the Management Forum (senior managers) to raise awareness of the service amongst employees and promoted the childcare vouchers scheme. Updated literature from the childcare voucher provider is regularly circulated around personnel teams (4.8).

7.4   A guidance note to managers on transgender issues in employment is being prepared and will be issued shortly to managers (4.9)

7.5   Five targets from the Local Area Agreement relevant to promoting gender equality are included in the Gender Equality Scheme covering reducing teenage pregnancies, maintaining reporting levels and reducing repeat incidents of domestic violence, and reducing health inequalities. As previously noted, the LAA runs from 1 April 2007 and it is too early to be able to report any significant progress in meeting these targets (4.12*).*

7.6   BV225 is a checklist of questions around the Council's response to domestic violence which has now been in place for two years although the Audit Commission has not published average or quartile figures for other authorities. The Council's figure for 2005/06 and 2006/07 is 73%, with a target to reach 100% in 2007/08.

7.7   A series of workshops has taken place offering support to school leaders, including governors, and school equality coordinators with schools' gender equality schemes (4.16).

8.   Employment Monitoring

8.1   The Council has produced a range of employment monitoring data over a number of years, including recruitment and workforce profiles, in order to assess the extent to which it may be providing fair employment opportunities for all. The range and type of data collected and published is to some extent specified in legislation, particularly in relation to race equality, and by Audit Commission best value performance indicators. The Council's capacity to produce and analyse this data continues to be expanded through the phased introduction of the PSE personnel and payroll system.

8.2   The Best Value Performance Plan sets out targets in relation to BVPIs 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.

Workforce Profile

8.3   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 2007. The Directorate of Children's Services is broken down further into head office and school employees.

8.4   Appendices 2(b) and 2(c) present this workforce data broken down by pay grade. (Appendix 2(b) shows employees at scale point 34, £27,000 approx., 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 – salaries of less than £27,000.) Data relating to schools is not included in these tables due to different salary bandings for teachers making such comparisons difficult.

8.5   Appendix 2(d) shows the workforce profile by age.

Gender

8.6   Looking at the gender breakdown of the workforce in Appendix 2(a), all directorates, with the except Urban Environment (which has 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 74.80%, a marginal increase on 2006 (74.60%) - 66.91% (66.42% in 2006) if school

employees are excluded. The concentration of women is particularly high in Children's Services at over 80%. Some directorates' figures are not directly comparable to 2006 due to directorate restructuring. The picture across local authorities in England and Wales in terms of the proportion of women in the workforce is a similar one, in contrast to the economy as a whole where there is almost an even balance in numbers of employees between the sexes.

8.7 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 remains smaller than that in the lower grades as in previous years. The overall figures show a slight increase in the proportion of the non-school, principal officer and above workforce who are women from 47.99% in 2006 to 49.6% in 2007, but it is too early to assess whether this might represent an upward trend.

8.8 With the very highest earners – the top paid 5% of the Council's workforce (excluding schools) (see table 6) - there is a clear upward trend in the proportion who are women and the 2006/07 figure is well above the 2005/06 average for all English authorities. At 45.10%, though, this figure is still significantly below the overall workforce figure of 66.91%.

Ethnic Origin

8.9 Table 7 sets out the percentage of the top paid 5% of employees from BME communities (not including schools). The last three years figures show an upward trend and the 2006/07 figure of 4.60% for Dudley, compared with other authorities' figures for 2005/06, puts the council in the top quartile for English authorities and above average for Metropolitan authorities.

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
2006/07	45.10	n/a	n/a	n/a	n/a
2005/06	41.40	31.80	42.45	42.66	46.17
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

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
2006/07	4.60	n/a	n/a	n/a	n/a
2005/06	3.60	3.32	4.33	4.19	4.83
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

8.10 Looking more widely at the situation with all employees (table 8), the gradual upward trend in the proportion of the workforce (including schools) from BME communities, has continued with the figure for 2006/07 of 5.10% showing a 0.5% increase on the previous year. This puts Dudley into the top quartile for English authorities but is below the average for Metropolitan authorities based on the 2005/06 figures. In making comparisons, it should be noted that Dudley Borough has a relatively low proportion of its population from BME communities at 6.3% (2001 Census) compared with most other metropolitan authority areas.

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
2006/07	5.10	n/a	n/a	n/a	n/a
2005/06	4.6	4.9	4.8	5.5	6.9
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

8.11 Excluding schools, the figure at 6.18% is an increase on the previous year's figure of 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.

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8.12 The more detailed workforce breakdown provided at 2(a), shows that the proportion of directorates' workforces from a BME background in April 2007 shows some variation with the lowest proportions in schools and Urban Environment. Both, however, show an increase from the previous year's figures, but with some way to go to match the other directorates.

8.13 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 8.9% than in the lower paid posts (5.9%), the two figures showing similar increases from the previous year's figures. Again there is some variation in the figures of employees at principal officer and above from BME communities between directorates with Children's Services at 18.5 % and Urban Environment at 3.3% (but an increase over the previous year's figure of 2.9%).

Disability

8.14 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) so comparator data for other authorities is only available for one year (see table 9). Dudley's figure of 2.9% for 2006/07 is at about the average for Metropolitan and all English authorities but it should be noted that this was before all the data from the personal data audit had been entered onto the system. Similarly, table 10 shows a considerable increase in the proportion of Dudley employees with a disability from 0.82 in 2005/06 to 1.7% in 2006/07, when some but not all of the data was available from the audit. The 1.7% compares more favourably with other authorities' figures but is still below the average. (Note: the August 2007 figure, once the audit data had been entered, is 2.0%.)

Table 9. BV11c % of the top-paid 5% of staff who have a disability (not including schools)

	Dudley MBC	English Authorities Average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2006/07	2.9	n/a	n/a	n/a	n/a
2005/06	1.0	3.08	4.83	2.80	3.96
2004/05	1.55	n/a	n/a	n/a	n/a

Table 10. BV16a % of employees with a disability (including schools) (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
2006/07	1.70	n/a	n/a	n/a	n/a
2005/06	0.82*/ 1.39	3.22	3.89	2.56	3.06
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

*0.82% is the figure including schools; 1.39% excluding schools

Age

8.15   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. There has, however, been a slight increase in the proportions of the workforce in the younger (under 30) and older (50 and over) age groups. It is too early at this stage to assess the impact of the Employment Equality (Age) Regulations 2006 which came into force on 1st October 2006.

Recruitment Summary

8.16   As previously noted, the recruitment module of the personnel and payroll system has now been piloted and will be fully introduced during the current year. This will replace the current stand-alone recruitment monitoring system and make future year-on-year comparisons easier to achieve on a consistent basis, as well as making more comprehensive information readily available.

8.17   The great majority of vacancies are advertised externally, although in some cases managers make the decision to advertise internally only, but advertising data has not been recorded on the system. In the future this data should be available with the new recruitment monitoring module of the PSE system up and running. The Council has a retraining and redeployment policy for employees (except school employees) when they can no longer continue in their existing posts for reasons (e.g. restructuring, capability or ill-health),

other than misconduct. 49 vacant posts were filled by redeployment during 2006/07.

8.18 Recruitment data is summarised at Appendix 3 – more detailed data is available on request.

8.19 The data related to ethnic origin shows that for all posts, including schools, 14.25% of applicants, 12.62% of shortlisted candidates and 9.47% of appointees were from BME communities in 2006/07. This compares with 13.28% of applicants, 13.01% of shortlisted candidates and 9.16% of appointees in 2005/06. A considerably smaller proportion of applicants for fortnightly paid posts were from BME communities than for 'green book' (national terms and conditions for the majority of non-school, monthly paid employees) posts, as in recent years. However, the success rate of BME candidates is higher for fortnightly paid posts than for green book posts with similar proportions of applications from and appointments of people from BME communities.

8.20 With gender, for all posts, including schools, 63.43% of applicants, 69.73% of shortlisted candidates and 71.18% of appointees were women during 2006/07. This compares with 60.84% of applicants, 70.51% of shortlisted candidates and 73.35% of appointees being women during 2005/06. This shows that female applicants on average continue to be more successful than male in obtaining posts although the gap has closed over the last year.

8.21 Looking at the recruitment of disabled people, for all posts, 2.31% of applicants, 2.30% of shortlisted candidates and 1.77% of appointees during 2006/07 were disabled. This compares with 2.02% of applicants, 1.72% of shortlisted candidates and 1.74% of appointees during 2005/06.

8.22 Finally, the recruitment figures by age category show that the Council is recruiting from all age groups although making few appointments of the over 60s reflecting the low numbers of applications from these age groups. Compared with 2005/06, there was a slightly lower proportion of appointees from the 16-20 age group in 2006/07 but otherwise a more even spread of appointments from different age groups.

Statutory Monitoring by Racial Group

8.23 The Council has published the full range of data required by legislation relating to racial groups and employment for four years. In addition to the data on the make-up of the workforce and recruitment, the monitoring includes

disciplinary action, grievances, and training (see Appendix 4). The numbers involved in disciplinary action and grievances are small and any statistically significant trends can take a number of years to emerge. With four years of data now available, there do not appear to be any significant trends emerging that indicate an adverse impact on particular racial groups.

8.24   Looking at the figures for training for 2006/07, in contrast to the previous year, BME employees were slightly less likely to request and to receive short course training than white employees. However, as in the previous year, with vocational or professional training a higher proportion of BME employees than white employees both made requests and received this training in 2006/07.

9.   Complaints of Discrimination or Harassment

9.1   Table 11. sets out details of recent applications to Employment Tribunal (ET) or Employment Appeal Tribunal (EAT) alleging discrimination in employment on the grounds of age, disability, race, religion or belief, sex or sexual orientation by the Council, together with the outcome (if known). (This

Table 11. Dudley MBC – Employment Tribunal discrimination cases brought/disposed of April 2006 – March 2007

Directorate	Case Details	Application Lodged	Outcome
Adult, Community and Housing	Race discrimination	August 2006	Withdrawn February 2007
Adult, Community and Housing	Disability discrimination	April 2006	Settled outside of ET
Adult, Community and Housing*	Disability discrimination	November 2005	Ongoing
Adult, Community and Housing	Sex discrimination	November 2006	Ongoing
Adult, Community and Housing*	Race discrimination	November 2005	Settled outside of ET March 2007
Children's Services	Race discrimination	October 2006	Hearing awaited
Children's Services	Disability discrimination	November 2006	Settled outside of ET May 2007
Urban Environment*	Race discrimination	June 2004	Appeal dismissed March 2007

*Ongoing cases reported in previous annual review(s)

excludes part-time workers pension claims of which there have many nationally.) Five new applications were made in 2006/07 of which one was withdrawn and two settled outside of the ET. Three cases have been carried over from the previous year.

9.2   There have been no cases brought to date on the basis of sexual orientation, where the relevant legislation came into force in December 2003 or age (legislation October 2006).

Harassment and bullying of employees

9.3   The Council's policy and procedure for combating any harassment and bullying of employees was introduced in April 2004, reviewed during 2006 and a revised policy and procedure issued in December 2006. A number of trained harassment support contacts continue to be in place across all directorates to provide support to employees who may find it difficult to raise any instances of bullying or harassment or need support or advice.

10.   Conclusions

10.1   Measuring the Council's progress with promoting equality and diversity is a complex task. However, feedback from the Council's corporate assessment in this regard was positive, and steady progress is being made against most of the BVPIs related to equality, although in some areas e.g. percentage of employees with a disability (BV16a) and percentage of accessible buildings (BV156), the figures, despite considerable improvement, are below average for local authorities (NB as indicated in the text some comparisons need treating with caution).

10.2   Some early progress is being made with implementing the Council's Equality Scheme, although, as noted, with the Scheme having been published only in April 2007, it is early days in terms of meeting the challenges and implementing the wide range of actions set out in the document. The 2008 annual review will be able to report on a full year's progress with implementing the Scheme.

Appendix 1. Equality Scheme 2007-10 Action Plan Summary

1.   All Equality Areas

1.1   Progress work through the Equality and Diversity Advisory Group in response to the equality and diversity priority areas identified by Corporate Board to ensure there are clear action plans in place for each of these during 2007/08:
- developing clearer targets and desired outcomes
- improving communications around what we do and why, externally and internally, and celebrating success
- improving approaches to consultation
- identifying the equality and diversity competencies required for managers and employees

1.2   Implement the new approach to equality impact assessments across the Council from April 2007 using the agreed guidelines for undertaking these assessments (Equality and Diversity Advisory Group).

1.3   Undertake full equality impact assessments of the listed services/policies during 2007/08:

1.4   Develop annual programmes of equality impact assessments for each directorate for future years to be published in strategic/annual equality and diversity action plans (Directorate lead officers).

1.5   Review the approach to equality impact assessments in March/April 2008 (Equality and Diversity Advisory Group).

1.6   Produce the Annual review of equality and diversity for the lead Select Committee on corporate equality issues and the Cabinet by September each year to report on progress with implementing the Scheme (Head of Policy).

1.7   Produce annual directorate equality and diversity reports for June/July select committee meetings and action plans for February/March select committee meetings each year to cover directorate contributions to the Scheme (Directorate lead officers).

1.8   Develop equality and diversity web pages on the Council's website by the end of April 2007 to promote accessibility of reports and information related to the Council's approach and progress (Head of Marketing and Communications/Head of Policy).

1.9   Undertake development work through the Equality and Diversity Advisory Group to integrate other equality strands within the Equality Scheme by April 2009 and meet the requirements of the Equality Standard for Local Government in this regard (Equality and Diversity Advisory Group).

1.10   Continue to progress work against the Equality Standard for Local Government and to establish action plans to achieve subsequent levels of the revised standard (Equality and Diversity Advisory Group).

1.11   Continue the transfer of further services to Dudley Council Plus in accordance with the customer access to services programme and develop a second customer access centre in 2007 (Head of Customer Access to Services).

1.12   Review and revise the recruitment policy and procedure during 2007/08 (Head of Personnel).

1.13   Implement the remaining elements of the People Management Strategy 2006-08 relevant to promoting equality by March 2008 (Head of Personnel).

1.14   Complete the updating of employee personal data and enter it on to the personnel system by July 2007 (Head of Personnel).

1.15   Complete the introduction of the remaining elements of the Council's new personnel system by 2007/08 (Head of ICT).

1.16   Introduce an e-diversity training package for employees during 2007/08 (Head of Personnel).

1.17   Undertake training on promoting equality through procurement for employees and project teams involved in procurement during 2007 (Procurement Steering Group).

1.18   Review support to community representatives and others who are engaged in equality policy development and scrutiny processes as part of implementation of the Local Compact code of practice on volunteering (Head of Policy).

2.   Race Equality

2.1   Through Dudley Community Partnership's Community Cohesion Sub-Group, draw up a community cohesion action plan for the borough by June 2007 (Head of Policy).

2.2 Implement the actions for which the Council is responsible within the community cohesion action plan, including key projects.

2.3 Work to achieve the identified targets set out in the Local Area Agreement .

2.4 Hold at least one major, Council-wide BME community consultation and information event a year (Assistant Director of Housing Strategy and Private Sector)

2.5 Identify actions arising from the autumn 2007 Council-wide BME community consultation and information event for inclusion in this scheme (all directors)

2.6 Complete the audit of consultation with BME communities across the Council and establish good practice arising from this during 2007 (Head of Policy)

2.7 Work in partnership with communities to hold annual events and activities for Black History Month (Assistant Director for Partnership and Children's Trust)

2.8 Review the Council's progress annually against the Audit Commission's self-assessment framework 'The Journey to Race Equality' (EDAG)

2.9 At least maintain performance against Best Value Performance indicator 2b on promoting race equality (EDAG).

2.10 Complete the programmed race equality assessments by the end of May 2007.

3. Disability Equality

3.1 Continue work to implement the range of strategies in place in relation to specific services to disabled people:
- the Learning Disability Strategy 2005-08 (Assistant Director Learning Disability)
- 'Mapping the Future of Mental Health Services ' – A Joint Mental Health Strategy for Dudley Health and Social Care Economy 2005-2010 (Assistant Director Learning Disability)
- 'Giving every child the opportunity to succeed ' – the Special Educational Needs Strategy and action plan (2005-09) (Director of Children's Services)
- the Accessibility Strategy 2007-10 (to increase access to school education for disabled pupils) (Director of Children's Services)

3.2 Complete the review of services for children with a disability and produce a strategy during 2007 (Head of Service – Children with Disabilities)

3.3 Develop a physical and sensory disabilities strategy by September 2007 (Head of Physical Disability Services).

3.4 Discuss with Access for Disabled People and Carers and the employees with disabilities group how they wish to be involved in reviewing the scheme and in carrying out impact assessments by July 2007 (Head of Policy).

3.5 Maintain an access improvement programme for the Council's buildings and continue to improve the score against Best Value Performance Indicator 156 on disabled access subject to available resources (Corporate Property Group).

3.6 Examine the options for and feasibility of updating the Council's series of access guides to buildings across the borough during 2007/08 (Disabled Access Officer).

3.7 Update the Council's guide to services for disabled people published in response to the Disability Discrimination Act 1995 by March 2008 (Head of Policy).

3.8 Continue to make improvements to signage to the Council's buildings during 2007/08 (Head of Marketing and Communications).

3.9 Provide 900 households with an extended Telecare service over next two years (2007/8-2008/9) ((Head of Physical Disability Services/Assistant Director of Housing)

3.10 Publish comprehensive employment monitoring data for disability equality to match race equality requirements from 2006/07 (Head of Personnel).

3.11 Identify and implement actions to increase the percentage of the Council's workforce who are disabled from the April 2006 baseline (Head of Personnel).

3.12 Complete the employee personal data audit and review its effectiveness with the employees with disabilities group by March 2008 (Head of Personnel).

3.13 Retain the JobCentre Plus's positive about disabled people status for the Council and undertake a further awareness raising campaign during 2007/08

to ensure managers and employees are fully aware of the commitments involved (Head of Personnel).

3.14 Improve the accessibility of the Council's intranet site for employees during 2007/08 (Head of ICT).

3.15 Review the appropriateness and usefulness of the categories to be used for gathering information on the effect of policies and practices on disabled people in employment and services (Equality and Diversity Advisory Group).

3.16 Review how the Council provides important information about its services to ensure that this reaches people across the range of disabilities (Head of Marketing and Communications).

3.17 Review and improve the data collected in and from schools about disabled pupils (Assistant Director for Policy, Performance and Information).

3.18 Work with primary and special schools to assist them in developing their Disability Equality Schemes by December 2007 (Lead Officer, Children's Services).

3.19 Ensure that the needs of disabled employees are supported in efforts to promote volunteering amongst the Council's workforce during 2007/08 and to work with partners to identify opportunities to promote disabled people's involvement in public life (Head of Personnel/Head of Policy).

4.   Gender Equality

4.1   Complete the grading and pay review by December 2007 (Head of Personnel)

4.2   Publish comprehensive employment monitoring data by gender to match the statutory race equality requirements, once the new personnel and payroll system has been fully implemented (Head of Personnel)

4.3   Undertake further work during 2007/08 to identify and address areas of occupational segregation in the Council's workforce (Head of Personnel)

4.4   Continue to run and develop the 'women into construction' programme operating in Housing Services (Assistant Director Building Services)

4.5   Work with partners on implementing the 'Gender inequality in care' project (subject to a successful bid for funding) (Head of Human Resources, DACHS)

4.6   Review the success of the modern apprenticeship programme in administration in attracting young people of both sexes (Head of Learning and Development).

4.7   Promote flexible working options particularly part-time working to men and women in the workforce (Head of Personnel)

4.8   Continue to operate and promote the childcare vouchers for employees scheme (Head of Personnel)

4.9   Promote awareness of transgender issues in employment to managers through issuing advice and guidance during 2007/08 (Head of Personnel)

4.10   Examine ways to achieve more flexibility in training to meet the needs of employees working part-time or non-standard hours (Head of Personnel/Assistant Director of Finance (ICT & Business Transformation))

4.11   Cover within the development of equality and diversity competencies the need for managers to be aware of, and understand how to apply fairly, flexible working and other related policies (Head of Personnel)

4.12   Work to achieve the identified targets set out in the Local Area Agreement from 2007/08 – 2009/10.

4.13   Review the approach to service monitoring by gender and produce a guide to equality monitoring during 2007/08 (Head of Policy).

4.14   Implement the Dudley Carers strategy 2006-11 (Assistant Director Older People and Physical Disability)

4.15   Implement the requirements of the Childcare Act 2006 (Head of Early Years and Childcare)

4.16   Provide assistance to schools in implementing their Gender Equality Schemes (Director of Children's Services)

4.17   Ensure that safety is a prime consideration in the development of new or replacement Council-owned car parks (Assistant Director Regeneration)

Appendix 2(a)   Dudley MBC workforce profile - 1 April 2007

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 %
Adult, Comm. & Housing	3326	914	27.5	92	10.1	2412	72.5	1641	68.0	3109	93.5	206	6.2	11	74	2.2
Chief Executive's	425	111	26.1	16	14.4	314	73.9	101	32.2	393	92.5	32	7.5	0	23	5.4
Children's Serv. Head Office	1988	336	16.9	122	36.3	1652	83.1	1070	64.8	1667	83.9	163	8.9	158	37	1.9
Children's Serv. Schools	6644	1014	15.3	221	21.8	5630	84.7	3582	63.6	5804	87.4	210	3.5	630	41	0.6
Finance, ICT & Procurement	630	239	37.9	18	7.5	391	62.1	154	39.4	583	92.5	44	7.0	3	12	1.9
Law and Property	218	99	45.4	10	10.1	119	54.6	46	38.7	196	89.9	18	8.4	4	10	4.6
Urban Environment	1714	1048	61.1	212	20.2	666	38.9	418	62.8	1628	95.0	50	3.0	36	51	3.0
Total	14945	3761	25.2	691	18.4	11184	74.8	7012	62.7	13380	89.5	723	5.1	842	248	1.7

Appendix 2(b)   Dudley MBC workforce profile - scale point 34 and above (principal officer and above) - 1 April 2007

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 %
Adult, Comm. & Housing	404	184	45.5	6	3.3	220	54.4	55	25.0	368	91.1	36	8.9	0	15	3.7
Chief Executive's	110	37	33.6	1	2.7	73	66.4	15	20.5	103	93.6	7	6.4	0	10	9.1
Children's Serv. Head Office	201	69	34.3	1	1.4	132	65.7	34	25.8	159	79.1	36	18.5	6	7	3.5
Finance, ICT & Procurement	151	82	54.3	2	2.4	69	45.7	27	39.1	140	92.7	11	7.3	0	3	2.0
Law and Property	72	53	73.6	2	3.8	19	26.4	5	26.3	65	90.3	5	7.1	2	6	8.3
Urban Environment	216	157	72.7	3	1.9	59	27.3	11	18.6	208	96.3	7	3.3	1	9	4.2
Total excluding schools	1154	582	50.4	15	2.6	572	49.6	147	25.7	1043	90.4	102	8.9	9	50	4.3

Appendix 2(c)   Dudley MBC workforce profile below scale point 34 (senior officer and below) - 1 April 2007

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 %
Adult, Comm. & Housing	2922	730	25.0	86	11.8	2192	75.0	1586	72.4	2741	93.8	170	5.8	11	59	2.0
Chief Executive's	315	74	23.5	15	20.3	241	76.5	86	35.7	290	92.1	25	7.9	0	13	4.1
Children's Serv. Head Office	1769	262	14.8	119	45.4	1507	85.2	1030	68.3	1496	84.6	127	7.8	146	30	1.7
Finance, ICT & Procurement	479	157	32.8	16	10.2	322	67.2	127	39.4	443	92.5	33	6.9	3	9	1.9
Law and Property	146	46	31.5	8	17.4	100	68.5	41	41.0	131	89.7	13	9.0	2	4	2.7
Urban Environment	1487	887	59.7	205	23.1	600	40.3	401	66.8	1409	94.8	43	3.0	35	42	2.8
Total excluding schools	7118	2156	30.3	449	20.8	4962	69.7	3271	65.9	6510	91.5	411	5.9	197	157	2.2

Notes to Appendices 2(a) to (c): PT – part-time (fewer than 37 hours a week)

Appendix 2(d)   Dudley MBC workforce profile by age - 1 April 2007

Directorate	All staff	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not known
Adult, Comm. & Housing	3326	260	203	238	426	534	504	469	439	220	33	0
Chief Executive's	425	97	38	41	45	54	48	38	40	16	8	0
Children's Serv. Head Office	1988	96	146	144	307	389	310	251	224	99	22	0
Children's Serv. Schools	6644	466	666	660	858	1090	932	886	737	260	78	11
Finance, ICT & Procurement	630	89	74	66	116	92	73	60	42	14	4	0
Law and Property	218	9	20	15	29	38	33	29	29	16	0	0
Urban Environment	1714	236	105	124	190	265	208	218	195	121	52	0
Total	14945	1253	1252	1288	1971	2462	2108	1951	1706	746	197	11
Percent		8.4	8.4	8.6	13.2	16.5	14.1	13.1	11.4	5.0	1.3	0.1

Ethnicity Totals for all Directorates - Payscale NJC Green Book - SCP 3-57

Applicant %: BME 16.23%, White 81.32%, Undisclosed 2.45%
Shortlist %: BME 14.29%, White 82.51%, Undisclosed 3.21%
Appointed %: BME 10.40%, White 85.99%, Undisclosed 3.61%

Ethnicity Totals for all Directorates - Fortnightly Paid

Applicant %: BME 6.59%, White 92.13%, Undisclosed 1.28%
Shortlist %: BME 5.68%, White 92.84%, Undisclosed 1.47%
Appointed %: BME 7.87%, White 90.55%, Undisclosed 1.57%
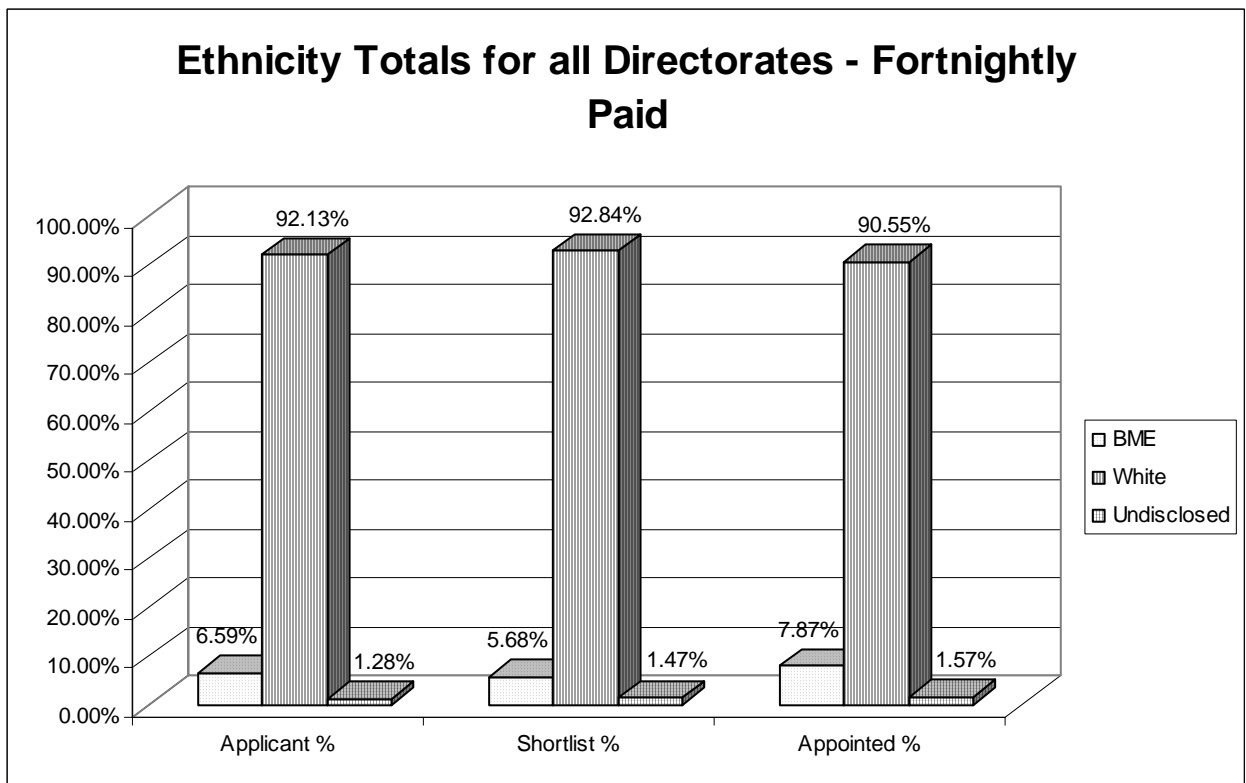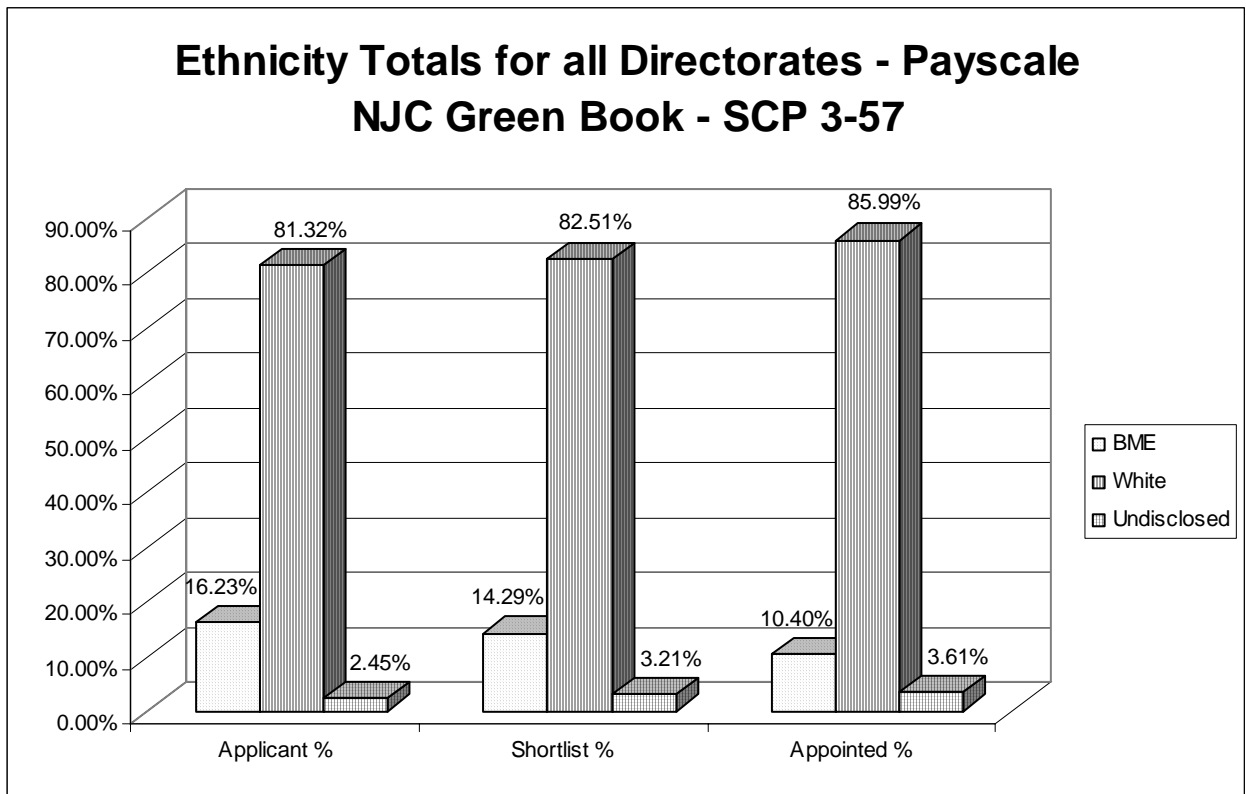
Ethnicity Overall Totals for all Directorates
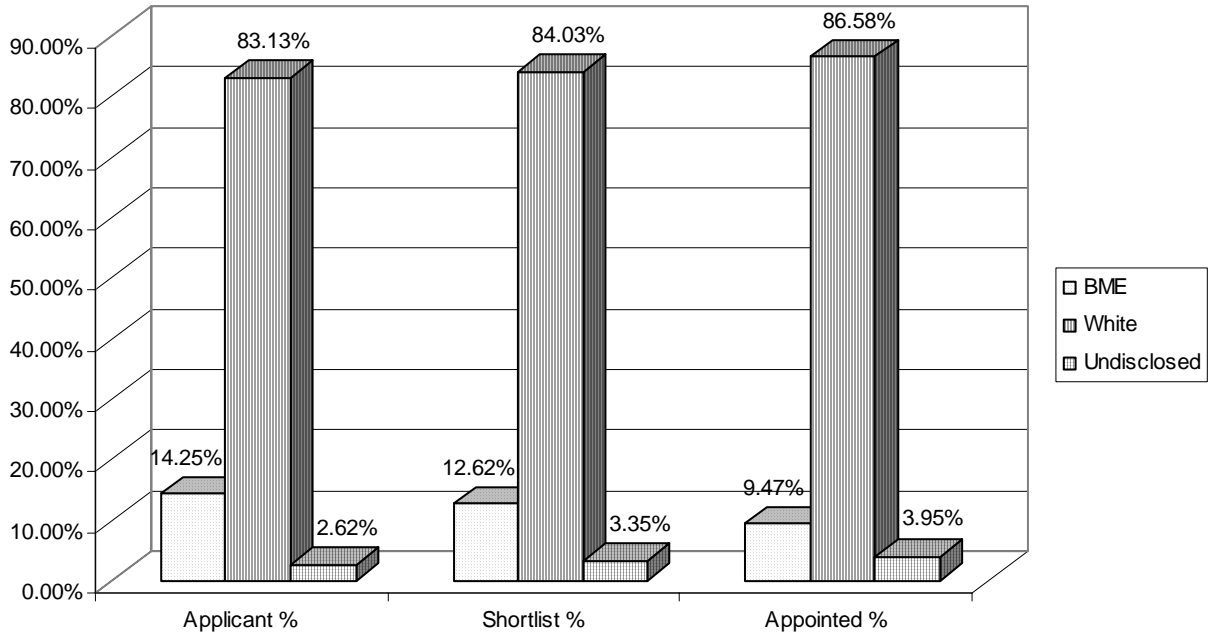
Legend:
- BME
- White
- Undisclosed

	Applicant %	Shortlist %	Appointed %
BME	14.25%	12.62%	9.47%
White	83.13%	84.03%	86.58%
Undisclosed	2.62%	3.35%	3.95%

Gender Totals for all Directorates - Payscale NJC Green Book - SCP 3-57

Legend:
- Female
- Male
- Undisclosed

	Applicants %	Shortlisted %	Appointed %
Female	68.24%	70.23%	71.71%
Male	30.72%	28.68%	27.05%
Undisclosed	1.03%	1.09%	1.25%

Gender Totals for all Directorates - Fortnightly Paid

Legend: □ Female ▥ Male ▤ Undisclosed

	Applicants %	Shortlisted %	Appointed %
Female	33.47%	60.63%	63.78%
Male	66.00%	38.32%	36.22%
Undisclosed	0.53%	1.05%	0.00%
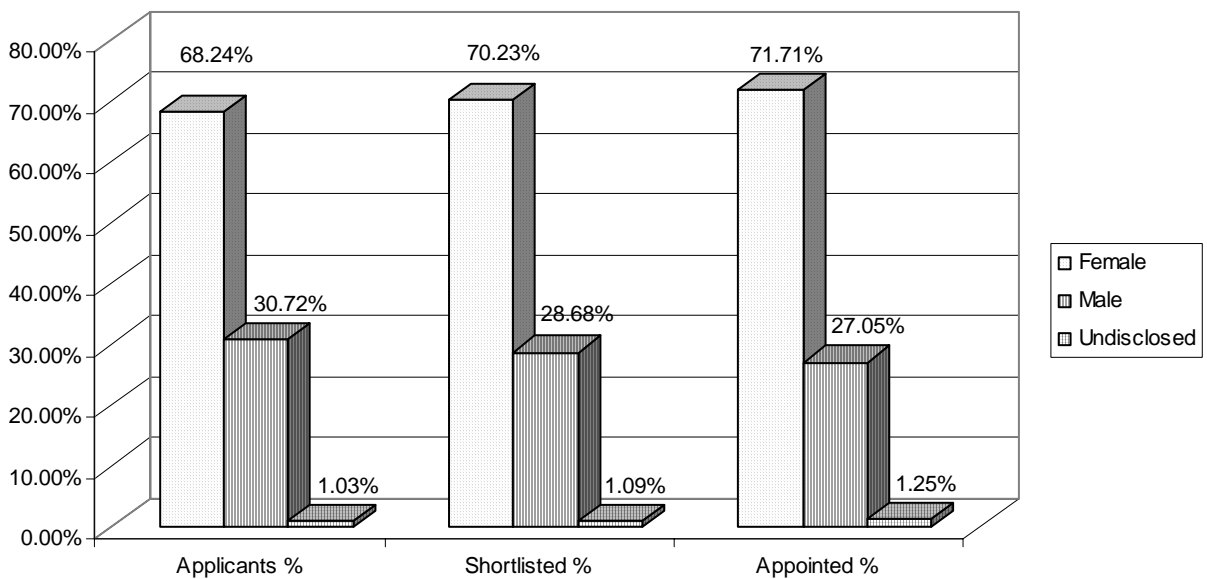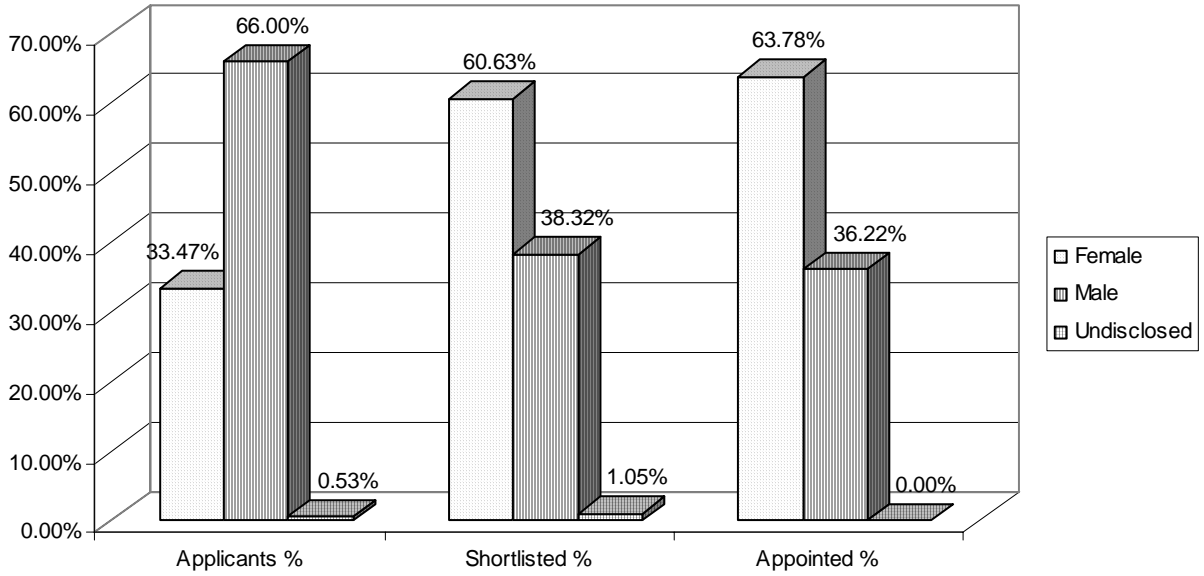
Gender Overall Totals for All Directorates

Legend: □ Female ▥ Male ▤ Undisclosed

	Applicants %	Shortlisted %	Appointed %
Female	63.43%	69.73%	71.18%
Male	35.59%	29.17%	27.78%
Undisclosed	0.99%	1.10%	1.04%
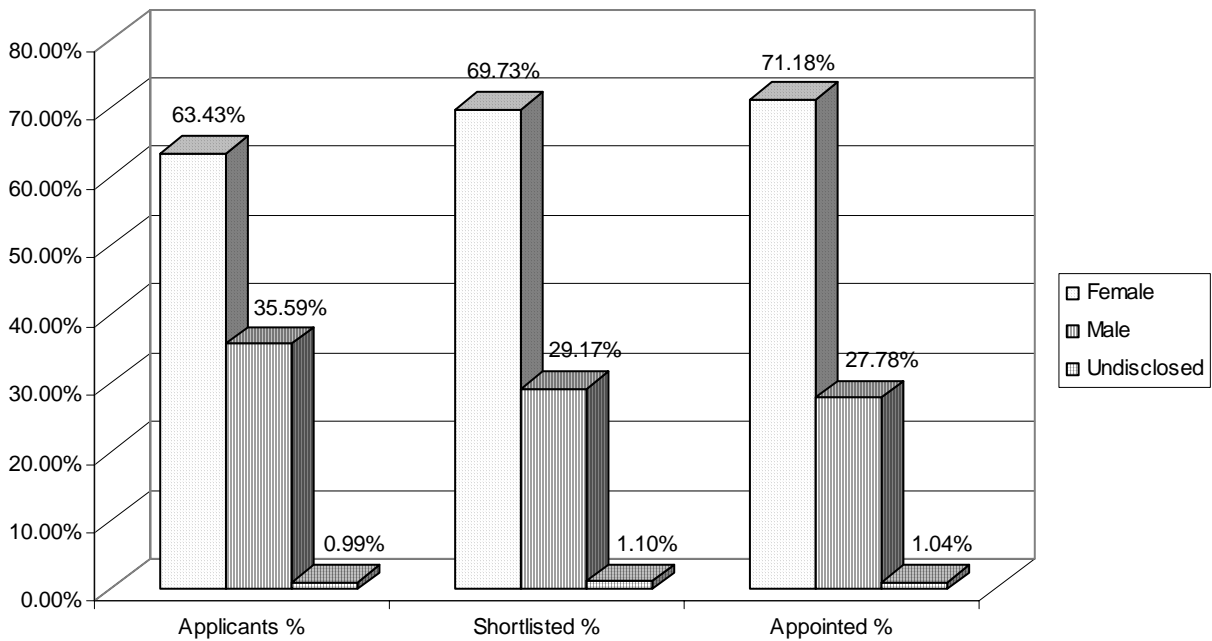
Disability Totals for All Directorates - NJC Green Book - SCP 3-57

Applicant %: Disabled 2.51%, Not Disabled 93.36%, Undisclosed 4.13%
Shortlisted %: Disabled 2.66%, Not Disabled 92.59%, Undisclosed 4.75%
Appointed %: Disabled 1.80%, Not Disabled 92.93%, Undisclosed 5.27%

Disability Totals for all Directorates - Fortnightly Paid

Applicant %: Disabled 1.99%, Not Disabled 94.69%, Undisclosed 3.32%
Shortlisted %: Disabled 1.47%, Not Disabled 94.11%, Undisclosed 4.42%
Appointed %: Disabled 2.36%, Not Disabled 92.91%, Undisclosed 4.72%
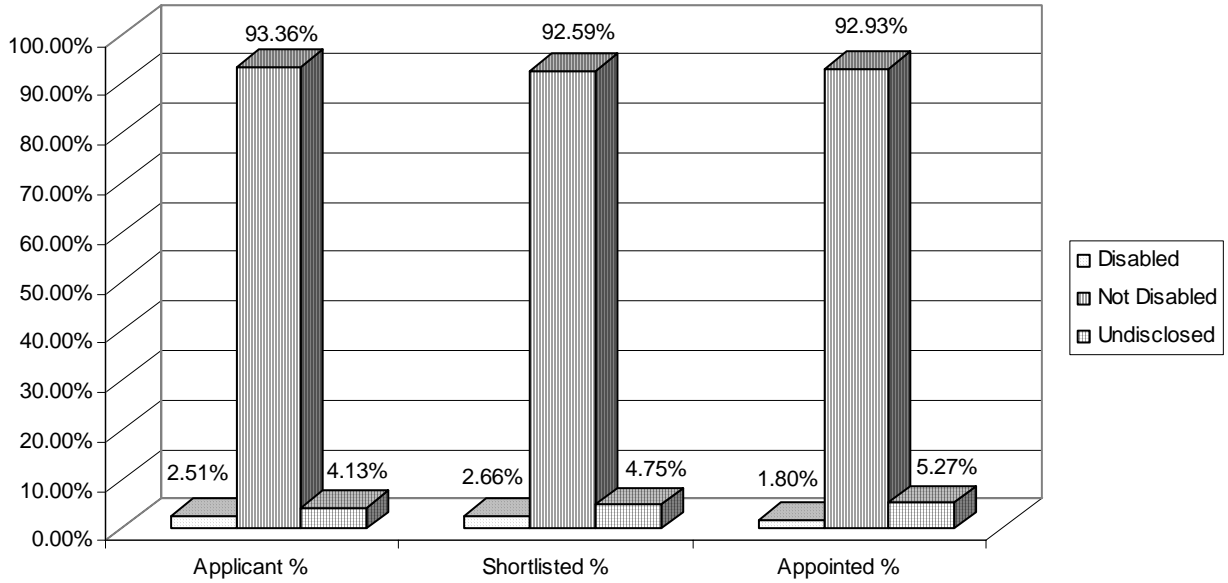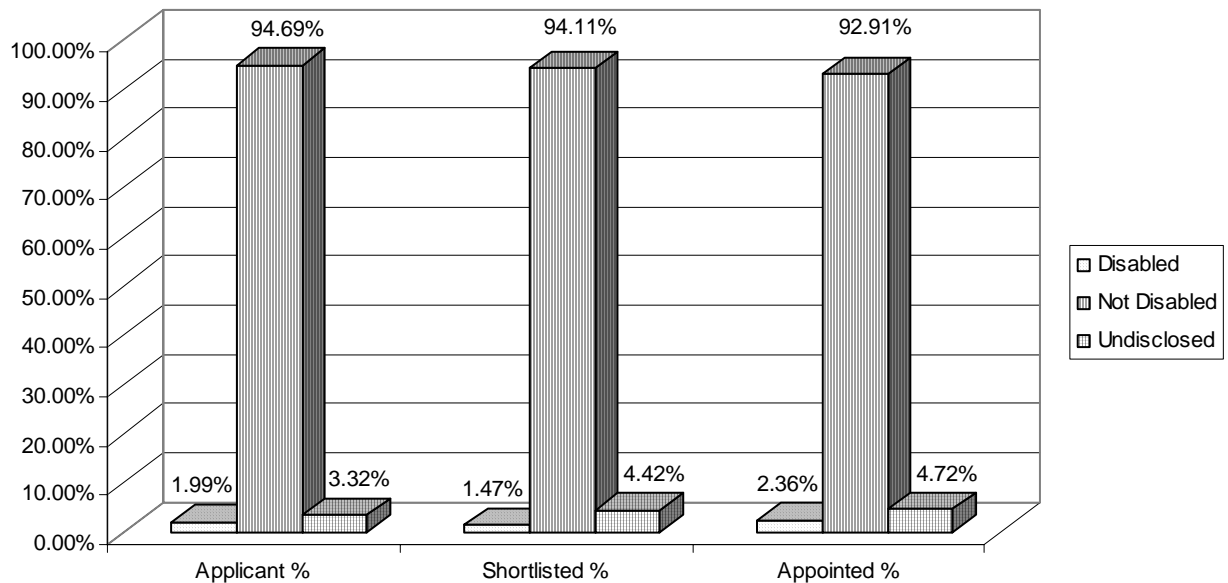
Disability Overall Totals for all Directorates
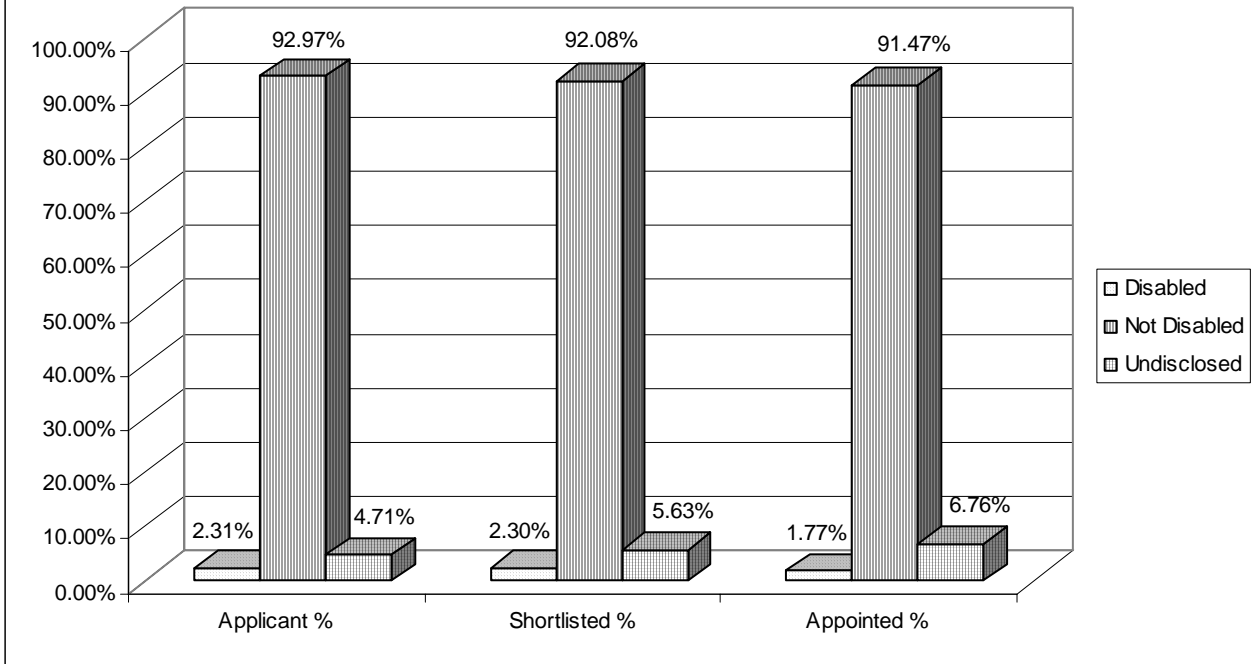
	Applicant %	Shortlisted %	Appointed %
Disabled	2.31%	2.30%	1.77%
Not Disabled	92.97%	92.08%	91.47%
Undisclosed	4.71%	5.63%	6.76%

Age Totals for all Directorates - Payscale NJC Green Book - SCP 3-57

	Applicant %	Shortlisted %	Appointed %
16 - 20	12.53%	8.82%	9.02%
21 - 30	32.47%	29.86%	28.57%
31 - 40	23.64%	25.66%	23.99%
41 - 50	20.17%	23.03%	24.69%
51 - 60	9.00%	10.07%	10.54%
61 - 64	0.71%	0.67%	0.55%
65 & Over	0.11%	0.19%	0.42%
Undisclosed	1.37%	1.70%	2.22%

Age Totals for all Directorates - Fortnightly Paid

Legend: 16 - 20, 21 - 30, 31 - 40, 41 - 50, 51 - 60, 61 - 64, 65 & Over, Undisclosed

Applicant %
- 4.69%
- 15.69%
- 32.10%
- 31.65%
- 14.41%
- 0.88%
- 0.04%
- 0.53%
- 0.63%

Shortlisted %
- 11.16%
- 37.89%
- 34.32%
- 13.68%
- 1.47%
- 0.21%
- 0.63%

Appointed %
- 0.00%
- 11.02%
- 43.31%
- 35.43%
- 7.87%
- 1.57%
- 0.79%
- 0.00%

Age - Overall Total for all Directorates

Legend: 16 - 20, 21 - 30, 31 - 40, 41 - 50, 51 - 60, 61 - 64, 65 & Over, Undisclosed

Applicant %
- 10.47%
- 30.23%
- 24.95%
- 22.16%
- 9.99%
- 0.70%
- 0.09%
- 1.41%

Shortlisted %
- 7.00%
- 28.29%
- 27.24%
- 24.44%
- 10.32%
- 0.72%
- 0.17%
- 1.80%

Appointed %
- 6.76%
- 26.85%
- 27.26%
- 26.12%
- 9.57%
- 0.73%
- 0.31%
- 2.39%

37
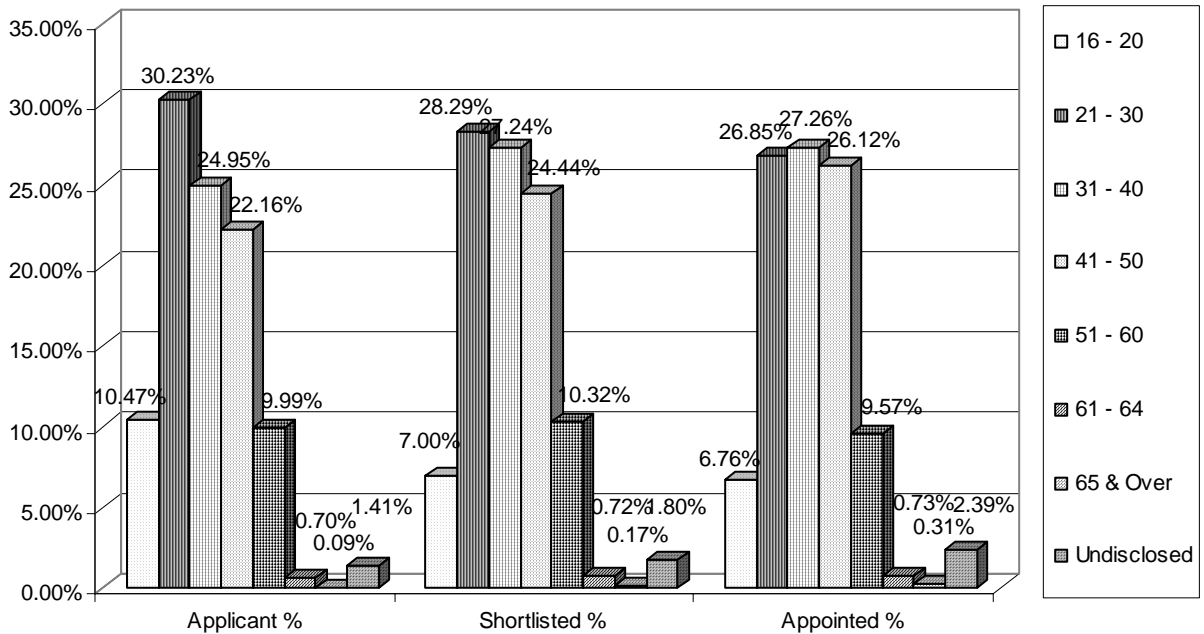
Appendix 4. Statutory Monitoring by Racial Group 2006/07

Employment Monitoring by Racial Group (excluding schools) 1 April 2006 – 31 March 2007	Asian or Asian British Category Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (OA)				Black or Black British Category African (A) Caribbean (C) Any Other Black Background (AO)			Chinese or Other Ethnic Category Chinese (Ch) 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)			Not known	Overall Totals
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
No. of employees below SCP34 (Senior Officer and below)																		
Adult, Community and Housing	2	55	24	6	9	46	9	2	5	2	1	8	1	2720	8	13	11	2922
Chief Executive's		8	9	6		3	1	1		1		2		288		2		315
Children's Services	5	115	66		11	84	6	1	13	9	1	15	5	7182	29	44	769	8361
Finance, ICT and Procurement	1	21	2			5		1		1		2		442		1	3	479
Law and Property		4	1	1		5	1					1		128	2	1	2	146
Urban Environment		18	5			13	1					4	1	1399	3	7	35	1487
Totals	**8**	**221**	**107**	**13**	**20**	**156**	**18**	**5**	**18**	**14**	**2**	**32**	**7**	**12159**	**42**	**68**	**820**	**13710**
No. of employees above SCP33 (Principal Officer and above)																		
Adult, Community and Housing		10	4	3	1	14	1			1	1		1	365	1	2		404
Chief Executive's		2		1		2		1				1		102		1		110
Children's Services	1	6	2		2	19	4		1	1				187	2	3	8	237
Finance, ICT and Procurement		6	1	1		3								140				151
Law and Property		2	1	1		1								62		3	2	72
Urban Environment		3	1			3								202	1	5	1	216
Totals	**1**	**29**	**9**	**6**	**3**	**41**	**5**	**1**	**1**	**2**	**1**	**1**	**1**	**1058**	**4**	**14**	**11**	**1190**
No. of employees (all grades, including schools))																		
Adult, Community and Housing	2	65	28	9	10	60	10	2	5	3	2	8	2	3085	9	15	11	3326
Chief Executive's		10	9	1		5	1	2		1		3		390		3	788	425
Children's Services	6	121	68	6	13	103	10	1	14	10	1	15	5	7392	32	47		8623
Finance, ICT and Procurement	1	27	3	1		8		1		1		2		582		1	3	630
Law and Property		6	2	2		6	1					1		190	2	4	4	218
Urban Environment		21	6			16	1			1		4	1	1612	4	12	36	1714
Totals	**9**	**250**	**116**	**19**	**23**	**198**	**23**	**6**	**19**	**16**	**3**	**33**	**8**	**13251**	**47**	**82**	**842**	**14945**

Employment Monitoring by Racial Group (excluding schools) 1 April 2006 – 31 March 2007	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 (Ch) 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	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	
Number of employees promoted to higher graded posts																	
Adult, Community and Housing		5	1	1	1	1				1				141	2		153
Chief Executive's		2											1	14	1		18
Children's Services														23			23
Finance, ICT and Procurement		1				1								28			30
Law and Property		1															1
Urban Environment										1				12			13
Totals		**9**	**1**	**1**	**1**	**2**				**2**			**1**	**218**	**3**		**237**
Number of secondments to higher graded posts																	
Adult, Community and Housing		1												14			15
Chief Executive's			1											11			12
Children's Services						1								8	1		10
Finance, ICT & Procurement		1												5			6
Law and Property		1															1
Urban Environment														1			1
Totals		3	1			1								**39**	**1**		**45**
Number of employees requesting short-course skills or knowledge training																	
Adult, Community and Housing		36	14	25	8	40	6	1	7	6	4	4	1	3401	4	12	3569
Chief Executive's		3	2				1	1						145	1	1	154
Children's Services	2	8	2	3		10			2					339	5	1	372
Finance, ICT and Procurement		10	10	2		6						1	1	434			464
Law and Property		6	1			6								109	1	4	127
Urban Environment		8		2		5	1		1			2		605	2	1	627
Totals	**2**	**71**	**29**	**32**	**8**	**67**	**8**	**2**	**10**	**6**	**4**	**7**	**2**	**5033**	**13**	**19**	**5313**

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 (Ch) 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	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	
No. of employees receiving short course skills or knowledge training																	
Adult, Community and Housing		19	11	23	7	29	6	1	5	5	2	4	1	2705	4	11	2833
Chief Executive's		3	2				1	1					1	142	1	1	152
Children's Services	2	8	2	3		10			2					329	5	1	362
Finance, ICT and Procurement		10	9	2		5						1		354			381
Law and Property		6	1			6								109	1	4	127
Urban Environment		14	3	2		8	1		1			2		820	2	2	855
Totals	**2**	**60**	**28**	**30**	**7**	**58**	**8**	**2**	**8**	**5**	**2**	**7**	**2**	**4459**	**13**	**19**	**4710**
No. of employees requesting vocational/professional training																	
Adult, Community and Housing				3		1								51			55
Chief Executive's		1	1											32	1		35
Children's Services	1		3			8			1					182	1	1	197
Finance, ICT and Procurement		1			1									19			21
Law and Property		1	1	1		3						1	1	43	2		53
Urban Environment		2												73			75
Totals	**1**	**5**	**5**	**4**	**1**	**12**	**0**	**1**	**0**	**0**	**1**	**1**		**400**	**4**	**1**	**436**
No. of employees receiving vocational/ professional training.																	
Adult, Community and Housing		2	1	2		2		1	1					97		1	107
Chief Executive's		2	1				1							36	1		41
Children's Services	1		3			8			1					178	1	1	193
Finance, ICT and Procurement		1			1									36			38
Law and Property		1	1	1		3						1	1	43	2		53
Urban Environment		2												90			92
Totals	**1**	**8**	**6**	**3**	**1**	**13**	**1**	**1**	**2**		**1**	**1**		**480**	**4**	**2**	**524**

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 (Ch) 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	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	
No. of employees receiving performance assessments																	
Adult, Community and Housing		4	2	24		6	7	1			1	4	1	728	1	1	780
Chief Executive's		5	2			4		1						219	1	2	234
Children's Services	1	7	2	3	1	14			26					166	2	1	223
Finance, ICT and Procurement	1	23	2	1		6			1			2		526		2	564
Law and Property		5	2	2		7	1				1	1		172	1	2	194
Urban Environment		5	1	2		4	1			1				561		2	577
Totals	**2**	**49**	**11**	**32**	**1**	**41**	**9**	**2**	**27**	**1**	**2**	**7**	**1**	**2372**	**5**	**10**	**2572**
No. of employees suffering disadvantage as a result of performance assessment																	
Adult, Community and Housing						1											1
Chief Executive's																	0
Children's Services																	0
Finance, ICT and Procurement																	0
Law and Property																	0
Urban Environment																	0
Totals						1											1
No. of employees who have raised formal grievances.																	
Adult, Community and Housing		2												2			4
Chief Executive's														2			2
Children's Services		2	1				1							8			12
Finance, ICT and Procurement																	0
Law and Property														4			4
Urban Environment														7			7
Totals		**4**	**1**				**1**							**23**			**29**

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 (Ch) 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	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	
Number of employees having disciplinary action taken against them																	
Adult, Community and Housing						2								13			15
Chief Executive's														4			4
Children's Services			1											4			5
Finance, ICT and Procurement						1								3			4
Law and Property														2			2
Urban Environment														8			8
Totals			**1**			**3**								**34**			**38**
Number of employees ending their employment																	*(N/a)*
Adult, Community and Housing		2	2		1	2	1		2			1		1	235	1		256 *(8)*
Chief Executive's			1	1		2								1	52			57
Children's Services		3	4	1	1	7	1								194	2	5	243 *(25)*
Finance, ICT and Procurement		5													34		1	40
Law and Property		2	1			1									23			27
Urban Environment		2		1		3									141		2	158 *(9)*
Totals		**14**	**8**	**3**	**2**	**15**	**2**		**2**			**1**		**2**	**679**	**3**	**8**	**781** *(42)*

See also Appendix 3 for recruitment monitoring by racial group