Annual Review of
Equality and Diversity 2008

Dudley
Metropolitan Borough Council

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Dudley Metropolitan Borough Council

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Contents

1. Introduction

1.1   The 2008 annual review of equality and diversity is Dudley Council's seventh annual report on Council-wide progress with promoting equality and diversity. The review meets the statutory requirements to report progress annually with the Council's Disability and Gender Equality Schemes and on data relating to race equality in employment, although it takes a much broader view than that required by the legislation, reporting on the combined Equality Scheme published in April 2007, the position with relevant best value performance indicators and wider employment information.

1.2   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. More information is also published on the Council's equality and diversity pages on its website at www.dudley.gov.uk.

1.3   The annual review is considered by 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.

2. National developments

2.1   The Council aims to meet its commitment to promote equality and diversity in the light of national developments, including legislation, and local priorities. With regard to the national picture, the Government has made clear its intention to follow up its Equalities Review, published in February 2007, with a new Equality Bill in the next session of Parliament. This will simplify the wide range of equality legislation that has been passed over the last thirty or more years. Proposals for the Equality Bill also contain the extension of legislation to offer protection to groups that the Government sees as not appropriately covered at present. Main features of the Bill will include:
- a new equality duty for public bodies extending the current duties to promote disability, gender and race equality to cover gender reassignment, age, sexual orientation and religion or belief,
- powers to outlaw unjustifiable age discrimination in the provision of goods, facilities and services, and
- permitting positive action in recruitment in certain circumstances when selecting between two equally qualified candidates.

2.2   The continuing national spotlight on promoting equality is accompanied by a parallel focus on promoting community cohesion and on tackling violent

extremism. The Government expects local areas to progress work on each of these, recognising the connections but also the distinctions between them.

2.3   The Equality and Human Rights Commission has now been in existence for almost a year and is developing its first three year strategic plan. This will no doubt greatly influence national thinking on how to progress equality work over the coming months.

2.4   The replacement of the Comprehensive Performance Assessment of local authorities with the new area-based Comprehensive Area Assessment (CAA) from April 2009 will emphasise the importance of authorities understanding the needs of their local communities, including 'vulnerable or marginalised groups' and responding with partners in providing effective local services that met these needs.

3.   Local Priorities

3.1   The Council's Equality Scheme sets out details of the organisational structure and management arrangements for dealing with equality and diversity work. The Scheme also sets out a number of priorities for 2007-10 which are reflected in the action plan included in the scheme. The Corporate Board has highlighted some particular priorities, progress against which is reported on in section 5.

3.2   During 2007/08, the Corporate Board also sought an independent external view of the Council's approach to promoting equality and diversity which provided some recommendations for meeting future challenges, including developing a more modern and stretching vision for delivering equality. These are currently being turned into a prioritised action plan through the officers' Equality and Diversity Advisory Group (EDAG).

3.3   The detailed analysis provided by this review also highlights a number of local priorities for future action, which are summarised in the conclusions in section 11.

4.   Reporting progress and measuring success

4.1   The action plan in the Equality Scheme is split into a number of areas to reflect the statutory requirements for preparing equality schemes. Reporting progress during the last twelve months on these actions forms a substantial part of this review. Numbered references in the text refer to the actions in the Equality Scheme action plan (see Appendix 1).

4.2   In addition to examining achievements against the Equality Scheme's action plan, some assessment of progress can be made through the Audit Commission best value performance indicators (BVPIs) relating to equality and diversity. Some comparisons are made with other authorities within the report, 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 2006/07 year.

4.3   The Government has now replaced the BVPIs, with effect from April 2008, with a new set of national indicators, few of which have particular relevance to promoting equality. Some of the most useful BVPIs will continue to be used as local indicators, but undertaking comparisons with other local authorities will become much more difficult.

4.4   External inspections and reviews also provide some indications of the Council's progress in promoting equality. The Council's last Corporate Assessment in 2006 was generally positive about the Council's achievements on equality (comments were included in the 2007 annual review). A more recent review by the Council's external auditors followed up on two BVPIs, highlighted in the Corporate Assessment and in previous annual reviews of equality and diversity, where the Council's performance was below that of the best performers – BVPI 156 on access to buildings and BVPIs 11c and 16a on numbers of employees with a disability. The external auditors have made recommendations on improvement in these areas.

4.5   Another report by the external auditors looking at performance management contained recommendations about the need to integrate equality better into wider performance management arrangements, including more differentiated targets by equality groups in directorate strategic plans and the Council Plan.

4.6   As noted in paragraph 3.2, the external review, whilst praising the Council in some aspects of its work, made some recommendations in areas where it felt there was a need to improve or modernise the Council's approach.

5.   **All Equality Areas**

5.1   This section of the report outlines progress during the last twelve months with implementing the 'all equality areas' part of the Equality Scheme action plan. A brief summary of some of the work on the priority areas identified by Corporate Board (action 1.1) is set out below in paragraphs 5.2 to 5.5.

5.2   Developing clearer targets and outcomes – as noted above, an external view of the Council's approach to promoting equality was obtained in order, in particular, to focus more on outcomes, the recommendations of which are currently being considered by Corporate Board and EDAG. Work to follow up the two reviews by the external auditors referred to in paragraphs 4.4 and 4.5 will have an impact in this area. The focus of the new CAA will also be very much on identifying priorities and achieving outcomes.

5.3   Improving communications – further work has been undertaken on developing the Council's web pages on equality and diversity (1.8) and further improvements to the accessibility of the site for disabled people are being carried out. A calendar of religious and cultural festivals and events is being developed to help to celebrate the diversity of the borough and of the Council's own employees. A 'model bank' of photographs of employees from different backgrounds has been drawn up to be used in publications and other marketing material. An equality impact assessment of marketing and communications will take place during 2008/09.

5.4   Improving approaches to consultation – a community engagement database, with accompanying advice, has been launched to replace the old consultation database on which to record engagement activities. A partnership community engagement strategy is currently being drawn up. A successful BME community consultation event was held in November 2007 which will be repeated in November 2008, with a multi-agency and community planning group in place. The Council continues to support and work closely with Action for Disabled People (ADC) and the community care project, and there are many other examples of consultation and engagement activities taking place. Areas for improvement identified in the external review included engagement around gender and sexual orientation issues

5.5   Equality and diversity competencies – work on identifying the equality and diversity competencies which are expected of employees at all levels has been completed and this will be used as a basis to review the training and information that is available in this area. One aspect of this is a commitment to introduce e-learning on equality and diversity. This has been delayed due to exploring the technical issues for expanding e-learning in the organisation. Alternative suppliers and approaches for equality e-learning are currently being reviewed (1.16).

5.6   In respect of the remainder of the 'all equality areas' action plan, a revised version of the Equality Standard for Local Government was issued by the Improvement and Development Agency (IDeA) in May 2007, having been

long delayed. Work was beginning on assessing the Council's progress against the standard when it was learnt that the standard was going to be replaced (1.10). The IDeA has been consulting on a new Equality Framework for local government during the summer of 2008 with a view to this being released in January 2009, to be used from April 2009. Council officers have contributed to the consultation process. Development work on other equality strands, however, will continue during the year with a revised Equality Scheme to be in place for 2009/10 (1.10).

5.7   A number of equality impact assessments in the programmes identified by directorates have been completed (1.3), but a large number remain to be undertaken and have been carried forward into directorates' 2008/09 programmes (1.4). This is a clear area for improvement for the Council in progressing its equality and diversity work. A review of the guidance used and learning from those that have undertaken them is now planned for the autumn in order to embed the process better (1.5). A number of training sessions have been held, including for those working on the New Generation Local Area Agreement targets.

5.8   All directorates have submitted their equality and diversity action plans for 2008/09 and annual reports for 2007/08 to the relevant select committee (1.7). Select committees made some positive comments about the progress being made in directorates.

5.9   Dudley Council Plus transferred to Directorate of Finance, ICT and Procurement during 2007/08, following a review, and issues around promoting accessibility are being reassessed as part of the reshaping of the service under its new management. Consultation has taken place with Action for Disabled People and Carers which has led to some improvements in the service such as changes to the telephone contact message and the centre's reception service (1.11).

5.10   On employment issues, the main element of the People Management Strategy with a major impact on promoting equality and diversity which has yet to be completed is the revision of the recruitment policy and procedure. Work has started on this but due to the resources needed to progress the grading and pay review is still outstanding (1.12/1.13).

5.11   As noted in the 2007 review, the audit to update employee personal data has been completed and the data entered on to the PSE personnel system by July 2007 (1.14). The full impact of the audit is now reflected in the analysis of employment data included in the review (see section 9).

5.12   The recruitment module of the PSE personnel system is now fully in use across all directorates in order to replace the old, freestanding system (1.15). Further exploitation of the system's potential will depend on further resources being identified.

5.13   Training sessions for employees involved in procurement were held during 2007/08, which included the Council's document on promoting equality through procurement (1.17). The new Equality Bill is likely to include legislation in this area.

5.14   Some recommendations around the role of community representatives were made as part of the wider external review of Council's approach to equality and diversity. More generally a multi-agency Volunteering 2012 group has been established to promote volunteering and the adoption of good practice in the Local Compact code of practice on volunteering (1.18).

6.   Race Equality

6.1   With regard to the race equality action plan, the Equality Scheme recognises the part that promoting race equality contributes to the wider community cohesion agenda for the borough. The Cabinet approved a draft community cohesion action plan in December 2007 and planning for community engagement and further research is under way for the autumn, bringing together partners to take this work forward (2.1).

6.2   Four targets from the Local Area Agreement (LAA) relevant to promoting race equality were included in the Race Equality Scheme action plan covering broadening the impact of culture and recreation, independent living for older people, increasing employment and increasing basic work-related qualifications. This LAA has however been replaced after only a year by the New Generation LAA which was approved in June 2008 (2.3). The equality impact of this new set of targets is being examined as part of the development of delivery plans for each target.

6.3   As noted in paragraph 5.4, a BME community consultation and information event was held on 17th November 2007 involving all directorates within the Council and a number of partners. This was well attended and feedback from the event was largely positive, although there were some areas for improvement identified in planning future events. A number of suggestions for service improvements came out of the workshop discussions, progress against which will be fed back to the communities. The next such event will be held on 22nd November 2008 (2.4/2.5).

6.4 Findings from the audit of BME community consultation have helped to shape the development of the new community engagement database and highlighted the need for specific research with the local African-Caribbean community which is being carried out through ABC Production, a local community based company, to address a perceived gap in engagement with this community (2.6)

6.5 Again a number of events and activities were held in Black History Month in October 2007, with a brochure, web pages and posters produced to highlight these. Planning is taking place for Black History Month for October 2008 - details will again be published on the Council's website (2.7).

6.6 The Race Equality Scheme makes reference to the work of the Ethnic Minority Achievement Service in the Directorate of Children's Services. As part of the package of efficiency and other savings across directorates for 2008/09, the Council decided to reduce the budget for this service. A number of representations have been made against this decision. An equality impact assessment has been carried out and a consultation document drawn up. Consultation will take place between September and December to inform the direction of the service in 2009.

6.7 The Scheme also refers to the role of the Council-wide BME employees group, which has the opportunity to raise issues with the Equality and Diversity Advisory Group. One impact of this has been the inclusion of questions around employees' experience of discrimination at work within the biennial employees survey. The results of the 2007 survey are referred to in more detail in sections 7 and 10 of this report.

Table 1. BV2b 'Duty to promote race equality'

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2007/08	68%	n/a	n/a	n/a	n/a
2006/07	68%	70%	84%	76%	84%
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

6.8   BVPIs relating to race equality (employment indicators are covered in section 9) are reported in tables 1 to 3. BV2b is a complex set of questions relating to the promotion of race equality. Experience has shown that authorities' interpretations vary widely and the indicator has proved of little benefit in helping to focus any improvement activity. It will not be included in the new national indicator set from this year (2.9).

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
2007/08	134.29	n/a	n/a	n/a	n/a
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

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
2007/08	100	n/a	n/a	n/a	n/a
2006/07	100	96.69	100	99.04	100
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

6.9   BV174 and 175 cover racist incidents. Racist incidents are dealt with through the multi-agency Dudley Race/Hate Crime Incidents Group. 2007/08 saw a drop in the number of incidents reported for the first time for several years (see table 2). Previous years' increases reflect, at least in part, growing confidence in reporting and improved access to opportunities to report. The Audit Commission does not provide comparative quartile figures for other authorities as local populations vary so widely and higher figures may indicate a reduction in unreported incidents rather than an increase in the actual

number of incidents. All incidents reported to DRHIG are followed up (see table 3).

6.10 Statutory monitoring of employment by racial group, alongside other employment monitoring, is dealt with in section 9 of the report.

7. Disability Equality

7.1 The disability equality section of the Equality Scheme makes connections with the separate strategies on services for disabled people which guide the specific services that the Council provides for disabled people.

7.2 Further progress is being made, for example, in implementing the Learning Disability Strategy. The resettlement of the residents and subsequent closure of the Grange House care home has demonstrated success in enabling people with learning disabilities to move into accommodation of their own with support. Advances have been made in raising awareness of the need for people with learning disabilities to access mainstream primary and secondary care and receive appropriate treatment, and progress is being made on supporting people with learning disabilities into employment. All three of these areas are likely to be key priorities when the Government issues its agenda for learning disabilities for the next three years following the consultation 'Valuing people now' which ended in March (3.1).

7.3 The Mental Health Service has been radically reconfigured, integrating health and social care provision, and a mental health trust has now been established, bringing together mental health provision across both Dudley and Walsall boroughs.

7.4 The Council continues to work with Mencap on the me2 award, a kitemark for inclusive play, leisure and childcare settings for disabled children and young people in the borough. Services are audited by a panel of disabled and non disabled young people to see if they have met the appropriate standards, for being welcoming and accessible for all children and young people. 19 services across a range of different providers had been successfully assessed for the award by March 2008. (3.1/3.2)

7.5 Following the physical and sensory disabilities conference which was held in July 2007 the physical and sensory disabilities strategy was drafted and consulted on during 2007/08. The strategy has now been completed (3.3).

7.6 The Council, Dudley Primary Care Trust and Dudley Council for Voluntary Service continue to work in partnership to run the community care project. The umbrella group of the project, Access for Disabled People and Carers, has been involved in a range of consultation and engagement activities, notably in developing the physical and sensory disabilities strategy and in contributing to a number of the Council's equality impact assessments (3.4).

7.7 One of the most active groups in the community care project is the Carers Network which provides support and advice for carers of disabled people. More detail on progress with implementing the Carers strategy is set out in the gender equality section, given that the majority of people who fulfil the primary caring role are women.

7.8 The Council continues to invest in improving disabled access to its buildings and to deal with the legacy of a relatively large and old building stock (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 five years. The Council however feels that 78% of its public buildings offer reasonable access to disabled people. The external auditors' review (see paragraph 4.4) recommended that the Council needed to do more to compare its approach with authorities reporting higher BVPI figures. The Audit Commission has acknowledged the different bases on which authorities have compiled their figures so average and quartile comparators are no longer provided but the historic figures illustrate the sort of gap the Council is challenged with closing.

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
2007/08	33.0	n/a	n/a	n/a	n/a
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

7.9 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 is at 100%,

clearly putting the Council in the top quartile for all English and 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
2007/08	100	n/a	n/a	n/a	n/a
2006/07	100	79.70	99.90	74.30	97.90
2005/06	99.55	82.8	99.6	73.6	98.2
2004/05	99.53	87.05	100	79.95	95.45

7.10 Work is ongoing with improving signage to Council buildings with leisure centres currently being addressed following consultation with Access in Dudley and Voices for Choice on a format for 'easy read' (pictorial) signs - Halesowen Leisure Centre was the first to be completed in April 2008 (3.8). Access in Dudley is a local group which is consulted on planning applications and has undertaken several access audits, particularly of parks and open spaces, for the Council. Voices for Choice is a local group of people with learning disabilities.

7.11 Work on the phased updating of the Council's access guides to buildings across the borough is now under way. Consultation has taken place with Access in Dudley to establish the best form and content of the new guides so that they can be accessed by as many disabled people as possible. This has indicated the desire for a web-based format (but with some hard copies available for those without internet access) and a simpler approach to the guides, including easy read. Directorate of the Urban Environment controlled buildings are being resurveyed first and this part of the guide is anticipated to be completed by October 2008 (3.6).

7.12 Disabled people involved in drawing up the Disability Equality Scheme asked for particular attention to be paid to independent living and supporting disabled people to live in their own homes. The aim in the scheme of providing 900 households in 2007-2009 with an extended Telecare service using remote technology to support potentially vulnerable people to live in their own homes is on target – a full Telecare assessment is carried out on every new home alarm requested (3.9)

7.13 The provision of information and advice in appropriate formats was another issue highlighted during consultation. As part of the equality impact assessment of marketing and communications during 2008/09, further discussions will be held with ADC on the impact of marketing and communications activity on disabled people (3.16). The group is already involved in working with ICT staff on further improvements to the accessibility of the Council's website. Alongside this, improvements to the Council's internal intranet site for employees and Members are being trialled (3.14).

7.14 The requirement for public authorities to produce disability equality schemes came into force for primary and special schools in December 2007. Further sessions led by Children's Services' staff have taken place supporting schools in developing their combined Equality Schemes. A particular focus of these sessions has been on developing this work in special schools and pupil referral units. All schools should now have combined Equality Schemes in place (3.18).

7.15 Section 9 of the review looks in more detail with the employment situation for disabled employees. While the Council was again successfully reassessed in March 2008 in order to continue to use the Jobcentre Plus's positive about disabled people symbol (3.13), the results of the 2007 employees survey show that disabled staff feel less positive about the council and their working relationships than staff who are not disabled. Alongside this, the Audit Commission's review (see paragraph 4.4) recommended more comparisons of approaches with the best performing authorities on the numbers of disabled staff employed in order to identify improvements.

7.16 The Council-wide Employees with Disabilities Group has already made some suggestions for improvements. For example, the positive about disabled people commitments have been discussed with the group and highlighted in revisions to the Council's recruitment guide. An 'Access to Work' guide has been produced in response to the comments made and this has been promoted to managers in order to raise awareness of the assistance that is available to support disabled employees in the workplace through Jobcentre Plus (3.11/3.13).

7.17 A project to support more people with learning disabilities into employment is under way with a successful bid for funding made in order to appoint a job coach. An initial three people with learning disabilities are now in employment in the Directorate of Adult, Community and Housing Services as a result of the project (3.11).

8. **Gender Equality**

8.1 With the gender equality action plan, work has continued to reach an integrated solution to the Council's pay and grading review and equal pay issues by 2009. This is fulfilling 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).

8.2 There has been some continuing progress in efforts to encourage women into traditional male occupations, particularly in construction with the 'women into construction' programme operating successfully in Housing Services and Future Skills Dudley also achieving an increase in women entering construction training (4.3, 4.4). The detailed analysis in section 9 though shows that the Council's workforce continues to be about 75% female, with some areas such as the primary school workforce and social care professions particularly having few men in post. The modern apprenticeship programme in administration through which a number of young people enter the permanent workforce continues to attract both young women and men (4.6). The intake for September 2007 had slightly more males than females. The majority of young people go straight into employment from the scheme, most with the Council.

8.3 A revised flexible working policy was introduced in April 2008 following a pilot period and the voluntary reduction in hours policy was amended in March 2008 in response to changes in legislation. An occasional working from home policy is in place and more permanent working from home is being trialled. Achieving work/life balance courses are run for employees (4.7).

8.4 The availability of the childcare vouchers scheme for staff is regularly advertised through posters, payslips and other means (4.8).

8.5 A question and answer guide on how to deal with transgender issues in employment has been issued to human resources staff so that they can advise managers on these issues if they arise (4.9).

8.6 The development of a range of e-learning packages will assist in delivering more flexible training opportunities to employees, being particularly suitable for part-time staff, mainly women, who may find it difficult to access more traditional training programmes due to their hours of work. E-learning on data protection, freedom of information and information security has been available for some time and other areas will be introduced in the near future (4.10). As previously noted in paragraph 5.5, the equality and diversity competencies

expected of staff have been outlined, showing the range of knowledge and behaviour expected of them (4.11).

8.7   With regard to service-related issues, targets from the Local Area Agreement relevant to promoting gender equality were 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 has been replaced by a revised set of targets in the New Generation LAA and progress against relevant targets within this will be reported in future years' reviews (4.12).

8.8   BV225 (a checklist of questions around the Council's response to domestic violence – see table 6) gives an indication of progress on tackling domestic abuse. The Council's figure for 2007/08 has shown an increase on that for the previous two years the indicator has been in place. The Audit Commission has not published comparative average or quartile figures for other authorities.

Table 6. BV225 The percentage of questions from a checklist on domestic violence to which a local authority can answer 'yes'

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2007/08	91.0	n/a	n/a	n/a	n/a
2006/07	73.0	n/a	n/a	n/a	n/a
2005/06	73.0	n/a	n/a	n/a	n/a

8.9   Good progress is being made in implementing the Dudley Carers Strategy 2007-2012, with the 2007/08 Annual Performance Assessment of Adult Care Services commending the Council on its services to carers. The number of carers' assessments continues to rise in line with planned targets and the Carers Direct scheme was highlighted as an example of good practice in the Care Services Improvement Partnership report 'High Impact Changes for Health and Social Care'. The Dudley Carers Network provides advice and information through newsletters, fact sheets and e-bulletins, and a number of initiatives such as Carers Week and Carers Rights Day, which advise carers of their rights and offer practical help to claim benefits, have been supported. It is felt that the Council is well placed to deliver the vision for carers set out in the 2008 National Carers Strategy.

8.10   The Childcare Act 2006 requires all local authorities to undertake an assessment of the sufficiency of childcare for the parents in their area who wish to work or train, identifying any gaps in that provision and putting forward plans of how it will meet the needs of these parents. This childcare sufficiency assessment has now been drawn up and reveals that the borough is well provided for in free education for 3-4 year olds but there are gaps in the number of holiday play schemes for 5 -14 year olds across the borough. The perception of parents of children with special educational needs or disabilities in the way that a setting can cope with their child needs to be improved - the use of the me2 award and continuing training and outreach could provide solutions. There are no settings offering weekend childcare and only one or two offer evenings, overnight or other shift patterns. Currently, there is limited data on the need for these hours so the level of the gap is unknown (4.15).

8.11   Further sessions have been provided for school leaders including governors focussing on gender equality issues to assist in developing and implementing schools' gender equality schemes and meeting the requirements of the Equality Act 2006 (4.16).

8.12   The Council is committed to improving the safety and security of its car parks which consultation has indicated is of particular concern to women and is signed up to the Park Mark national safer parking scheme (4.17).

9.   Employment monitoring

9.1   The Council has published a range of employment monitoring data over a number of years, including recruitment and workforce profiles, in order to help it to assess the extent to which it is providing fair employment opportunities for all groups. Race equality legislation specifies the range and type of data required to be published in relation to race – other equality legislation is less prescriptive, although there are likely to be requirements included in the forthcoming Equality Act. Various Audit Commission best value performance indicators also relate to equality in employment, but, as previously noted, the requirement to publish these will cease after this year, and they will be used as appropriate as local indicators to continue to measure progress.

9.2   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

9.3   A summary of the Council's workforce broken down by directorates, gender, disability, white/BME groups and part-time employees, as at 1st April 2008, is set out at Appendix 2(a). The Directorate of Children's Services is broken down further into head office and school employees.

9.4   This workforce data is split further by pay grade at Appendices 2(b) and 2(c). Higher paid employees at scale point 34, £28,000 approx., and above, excluding schools (principal officer grades and above - approximately the highest paid 15% of the workforce), are shown at Appendix 2(b); employees in the lower grades below scale point 34 (salaries of less than £28,000 approx.) are shown at Appendix 2(c). Data relating to schools is not included in these tables due to different salary bandings for teachers making such comparisons difficult.

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

Gender

9.6   Looking at the gender breakdown of the workforce in Appendix 2(a), the Council continues to have a workforce which is almost three-quarters female. All directorates, except Urban Environment (which has large numbers of fortnightly paid employees, in traditionally male occupations), have a majority of employees who are women, although Law and Property has close to an even split between the sexes. The concentration of women is particularly high in Children's Services at over 80%. Compared with other local authorities in England and Wales the proportion of women in the workforce is a similar one, contrasting with the economy as a whole where there is almost an even balance in numbers of employees between the sexes.

9.7   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. However, there is a clear, trend upwards in this proportion which now stands at 50.3% compared with 49.6% in 2007and 47.99% in 2006.

9.8   The position with the very highest earners – the top paid 5% of the Council's workforce (excluding schools) (see table 7) – is that the consistent upward trend in the proportion who are women halted in 2007/08 (44.40%), with a small decease on the previous year's figure (45.10%). Compared with other

authorities' 2006/07 figures, Dudley remains in the upper quartile for all English authorities and above average for metropolitan authorities.

Table 7. 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
2007/08	44.40	n/a	n/a	n/a	n/a
2006/07	45.10	33.10	43.56	43.74	47.14
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

Ethnic Origin

9.9 Table 8 demonstrates a continuation in the upward trend of numbers of BME employees in the Council's workforce. The figure of 5.5% shows a 0.4% increase on the figure for 2006/07. Dudley remains in the top quartile for English authorities but is just below the average for Metropolitan authorities based on the 2006/07 comparators. In making these comparisons, it should be borne in mind that Dudley Borough has a significantly lower proportion of BME residents (6.3%, 2001 Census) than 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
2007/08	5.5	n/a	n/a	n/a	n/a
2006/07	5.1	5.2	5.2	5.9	7.6
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

9.10 If employment in schools is excluded from the calculation, the figure for BME employees is 6.68%, an increase on the previous years' figures of 6.18%

(2007) and 5.6% (2006). This figure is above that from the 2001 Census for the overall Borough population from BME communities for the first time, but it needs to be recognised that the BME population of the Borough has increased since 2001 and the Council, of course, recruits from outside the borough and is competing in a national market for senior management and many professional jobs.

9.11   Table 9 sets out the percentage of the top paid 5% of employees from BME communities (not including schools). The continuing increase in the percentage of employees from BME communities has not been matched in the last 12 months by a similar increase amongst the best paid 5%. Indeed, the 2007/08 figure of 4.20% shows a small reduction from the previous year (note: the decrease equates to one or two employees) and runs contrary to the recent trend of increasing numbers. Compared with other authorities' figures for 2006/07, though, the council is above the average for all English and metropolitan authorities.

Table 9 . 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
2007/08	4.20	n/a	n/a	n/a	n/a
2006/07	4.60	3.29	4.53	4.03	5.20
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

9.12   In respect of the more detailed workforce breakdown provided at Appendix 2(a), the proportion of directorates' workforces from a BME background in April 2008 continues to display some variation with the lowest proportions in schools and Urban Environment. In both cases the trend over the last three years has been upwards, however with some way still to go to match the other directorates.

9.13   In contrast with the position with just the top 5% of earners, Appendices 2(b) and (c) show that a higher proportion of the employees in principal officer and above posts are from BME communities (9.1%) than in the lower paid posts (6.2%), the two figures showing similar increases from the previous two years' figures.

Disability

9.14 Table 10 shows a considerable increase in the proportion of Council employees with a disability from 0.82% in 2005/06 to 2.0% in 2007/08. This is largely due to an increase in the numbers of existing employees who identified themselves as disabled following the personal data update. Figures for the recruitment of disabled people have increased a little (see paragraph 9.18), but so have exit rates. The 2.0% compares more favourably with other authorities' 2006/07 figures, but is still below the average.

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
2007/08	2.00	n/a	n/a	n/a	n/a
2006/07	1.70	3.55	4.43	2.67	3.20
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

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

Table 11. 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
2007/08	3.5	n/a	n/a	n/a	n/a
2006/07	2.9	3.63	5.49	3.10	4.75
2005/06	1.0	3.08	4.83	2.80	3.96
2004/05	1.55	n/a	n/a	n/a	n/a

Note: this BVPI was introduced nationally in 2005/06 so comparator data for other authorities is only available for two years

9.15 With the percentage of the top paid 5% of staff who have a disability (excluding maintained schools) (table 11), Dudley's figure of 3.5% for

2007/08 is now above the average for Metropolitan authorities but just below that for all English authorities in 2006/07. Appendices 2(b) and (c) also demonstrate that that there is a larger proportion of employees with a disability in higher grades (4.6%) than in the lower grades (2.6%).

Age

9.16   The age profile of the workforce is set out at Appendix 2(d). This continues to show a fair spread across all age groups, though with a smaller percentage at either end of the age range due largely to younger people being in further or higher education and to older people retiring. Compared with the previous two years there has been a small but clear increase in the proportion of the workforce who are aged 60 or over, demonstrating the likely impact of the age discrimination legislation which came into force in October 2006. Compared with the economy as a whole the Council has a significantly higher proportion of its workforce from the older age groups (50 plus) but a lower proportion in the younger age groups (under 25).

Recruitment Summary

9.17   Most vacancies are advertised externally through the Council's website, the 'Opportunities' paper-based bulletin and other media. 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. 69 posts were filled by redeployment during 2007/08 compared with 49 in 2006/07.

9.18   Appendix 3 provides a summary of overall recruitment activity for the Council, including schools, by ethnic origin, sex, disability and age during 2007/08. Tables 12, 13 and 14 show the percentage at each stage of the recruitment process for candidates from a BME background, women and disabled people respectively, compared with the previous two years.

9.19   Trends in recruitment show that there has been an increase in the percentage of men, disabled people and people from a BME background appointed over the last three years. However, the success rates for applicants from these groups remain lower than those for women, people who are not disabled and from white backgrounds.

9.20   Looking at the recruitment figures by age category at Appendix 3, compared with the previous year there has been a significant increase in recruitment from the 50-54 age group, along with a substantial increase in applicants not

giving their age, both of which may signify the impact of age discrimination legislation.

Table 12. Recruitment analysis – % from a BME community

	Applied %	Shortlisted %	Appointed %
2007/08	15.33	15.25	11.57
2006/07	14.25	12.62	9.47
2005/06	13.28	13.01	9.16

Table 13. Recruitment analysis – % women

	Applied %	Shortlisted %	Appointed %
2007/08	54.15	66.12	67.01
2006/07	63.43	69.73	71.18
2005/06	60.84	70.51	73.35

Table 14. Recruitment analysis – % disabled people

	Applied %	Shortlisted %	Appointed %
2007/08	2.73	3.35	2.60
2006/07	2.31	2.30	1.77
2005/06	2.02	1.72	1.74

Statutory Monitoring by Racial Group

9.21   The Council has published the full range of data required by legislation relating to racial groups and employment for five years. This includes the data on the make-up of the workforce and recruitment covered in the first part of this section of the report, but also includes disciplinary action, grievances, and training (see Appendix 4). The numbers involved in disciplinary action and formal grievances remain small. With five years of data now available, there do not appear to be any significant trends emerging that indicate an adverse impact on particular racial groups in these areas.

9.22   The figures for training for 2007/08 show that BME employees requested and received short course training roughly in line with their proportion in the overall workforce. However, as in the previous two years, a higher proportion of BME

employees requested and received vocational/professional training than white employees.

10. Complaints of discrimination or harassment in employment

10.1 Table 15 provides a list of applications to Employment Tribunal or Employment Appeal Tribunal 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 excludes equal pay and part-time workers pension claims of which there have been very many nationally.)

Table 15. Dudley MBC – Employment Tribunal discrimination cases brought/disposed of April 2007 – March 2008

Directorate	Case Details	Application Lodged	Outcome
Adult, Community and Housing*	Disability discrimination	November 2005	Listed for hearing in Sept. 2008
Adult, Community and Housing*	Sex discrimination	November 2006	Settled outside of tribunal
Adult, Community and Housing	Race/sex discrimination	September 2007	Struck out by tribunal
Children's Services*	Race discrimination	October 2006	Settled outside of tribunal
Children's Services	Disability discrimination	January 2008	Ongoing
Children's Services	Disability discrimination	December 2007	Settled outside of tribunal

*Ongoing cases reported in previous annual review(s)

10.2 The Council has not lost a tribunal case on these grounds for several years but settled three cases outside of the tribunal in 2007/08. Three new applications were lodged during the year, which is a similar number to the previous few years. 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 in October 2006).

10.3 The Council's grievance procedure is being updated and will in future incorporate the harassment and bullying of employees and reporting of racist incidents procedures in order to ensure a more coordinated and consistent

approach to dealing with issues raised by employees in these areas, as well as to respond to recent and pending changes to legislation around harassment of employees. As noted in paragraph 9.21, there were few formal grievances registered by employees during 2007/08.

10.4   The latest biennial survey of employees was carried out in autumn 2007 and included some questions on employees' experience of discrimination in the organisation. Relatively small numbers of employees (3.5% in terms of their line manager/supervisor and 3.1% in terms of their team), roughly in line with the 2005 results, responded that they felt they had experienced discrimination in the workplace (age being the most common reason).

11.   Conclusions

11.1   Measuring the Council's progress with promoting equality and diversity remains a difficult task because of its importance to all aspects of the Council's work and its overall complexity. Some issues are difficult to resolve locally because they reflect the national picture, particularly for example with the structure of the labour market. Other issues are more local in nature which the Council, and its partners, can more effectively tackle.

11.2   The external reviews of aspects of the Council's work on equality highlight a number of successes, but also identify some areas for improvement. These include updating the Council's vision for delivering equality – this should take on board the challenges provided by the forthcoming Equality Act and the new Comprehensive Area Assessment, as well as recognising changing local circumstances. The external auditors' review made recommendations around further improvements to access to public buildings and in the number of disabled employees. The 2009 annual review will be able to reflect more fully on the improvement actions which are currently being drawn up in relation to these.

11.3   Good progress is being made in implementing most aspects of the Equality Scheme action plan, although with some areas identified in the review where further work is required. In particular, there is a need to embed the equality impact assessment process more fully within the organisation.

11.4   Most relevant BVPIs have demonstrated positive trends over the recent past, although with a small dip in the percentage of women and BME employees in the very highest paid posts in 2007/08. With the replacement of the BVPIs with the new national indicator set, other bases for comparisons with other authorities will be needed.

11.5   Overall, in summary, three priorities for the next twelve months are suggested by the analysis in the annual review, namely:

- developing and implementing action plans for:
    o   further access improvements to public buildings, and
    o   increasing the number of employees with a disability,
- updating the Council's vision for delivering equality, and
- ensuring that equality impact assessments are completed.

Chief Executive's Directorate
August 2008

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 2008

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	3181	901	28.3	92	10.2	2280	71.7	1517	66.5	2950	92.7	214	6.8	17	93	2.9
Chief Executive's	330	98	29.7	7	7.1	232	70.3	66	28.4	309	93.6	21	6.4	0	18	5.5
Children's Serv. Head Office	1987	370	18.6	145	39.2	1617	81.4	1004	62.1	1648	82.9	155	8.6	184	44	2.2
Children's Serv. Schools	7319	1161	15.9	387	33.3	6158	84.1	3995	64.9	6088	83.2	251	4.0	980	57	0.8
Finance, ICT & Procurement	664	232	34.9	16	6.9	432	65.1	168	38.9	611	92.0	49	7.4	4	20	8.6
Law and Property	225	104	46.2	12	11.5	121	53.8	44	36.4	200	88.9	21	9.5	4	9	4.0
Urban Environment	1621	986	60.8	165	16.7	635	39.2	381	60.0	1545	95.3	60	3.7	16	61	3.8
Total	15327	3852	25.1	824	21.4	11475	74.9	7175	62.5	13351	81.7	771	5.5	1205	302	2.0

Appendix 2(b)   Dudley MBC workforce profile - scale point 34 and above (principal officer and above) - 1 April 2008

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	410	185	45.1	9	4.9	225	54.9	57	25.3	368	89.8	42	10.2	0	21	4.9
Chief Executive's	113	37	32.7	1	2.7	76	67.3	14	18.4	105	92.9	8	7.1	0	9	8.0
Children's Serv. Head Office	197	67	34.0	2	3.0	130	66.0	40	30.8	158	80.2	33	17.3	6	7	3.6
Finance, ICT & Procurement	161	84	52.2	2	2.4	77	47.8	28	36.4	149	92.5	11	6.9	1	3	1.9
Law and Property	73	52	71.2	3	5.8	21	28.8	6	28.6	67	91.8	5	6.9	1	5	6.8
Urban Environment	219	158	72.1	5	3.2	61	27.9	10	16.4	212	96.8	7	3.2	0	11	4.6
Total excluding schools	1173	583	49.7	22	3.8	590	50.3	155	26.3	1043	90.3	106	9.1	8	50	4.6

Appendix 2(c)   Dudley MBC workforce profile below scale point 34 (senior officer and below) - 1 April 2008

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	2723	676	24.8	83	12.3	2047	75.2	1460	71.3	2542	93.4	166	6.1	15	72	2.6
Chief Executive's	217	61	28.1	6	9.8	156	71.9	52	33.3	204	94.0	13	6.0	0	9	3.7
Children's Serv. Head Office	1781	301	16.9	142	47.2	1480	83.1	962	65.0	1485	83.4	122	7.6	174	37	2.0
Finance, ICT & Procurement	503	148	29.4	14	9.5	355	70.6	140	39.4	462	91.8	38	7.6	3	17	3.0
Law and Property	152	52	34.2	9	17.3	100	65.8	38	38.0	133	87.5	16	10.7	3	4	2.6
Urban Environment	1382	824	59.6	156	18.9	558	40.4	355	63.6	1315	95.2	51	3.7	16	49	3.3
Total excluding schools	6758	2062	30.5	410	19.9	4696	69.5	3007	64.0	6141	90.9	406	6.2	211	178	2.6

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 2008

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	3181	200	185	238	381	496	507	459	414	249	45	0
Chief Executive's	330	70	26	32	38	38	37	32	35	13	9	0
Children's Serv. Head Office	1987	129	143	143	261	366	323	252	235	103	30	0
Children's Serv. Schools	7319	633	722	712	874	1121	1023	904	774	358	167	24
Finance, ICT & Procurement	664	71	91	62	107	105	98	62	47	16	5	0
Law and Property	225	12	20	17	26	36	40	23	31	19	1	0
Urban Environment	1621	176	104	115	165	252	225	199	201	126	56	0
Total	15327	1291	1291	1319	1852	2414	2253	1931	1737	884	313	24
Percent		8.4	8.4	8.6	12.1	15.7	14.7	12.6	11.3	5.8	2.0	0.2

Appendix 3. Dudley MBC Recruitment Monitoring – April 2007 – March 2008

Ethnic origin - all directorates 2007/08

Legend: BME, White, Undisclosed

	Applied %	Shortlisted %	Appointed %
BME	15.33%	15.25%	11.57%
White	77.89%	78.21%	81.49%
Undisclosed	6.78%	6.54%	6.94%

Sex - all directorates 2007/08

Legend: Female, Male, Undisclosed

	Applied %	Shortlisted %	Appointed %
Female	54.15%	66.12%	67.01%
Male	45.63%	33.88%	32.99%
Undisclosed	0.22%	0.00%	0.00%
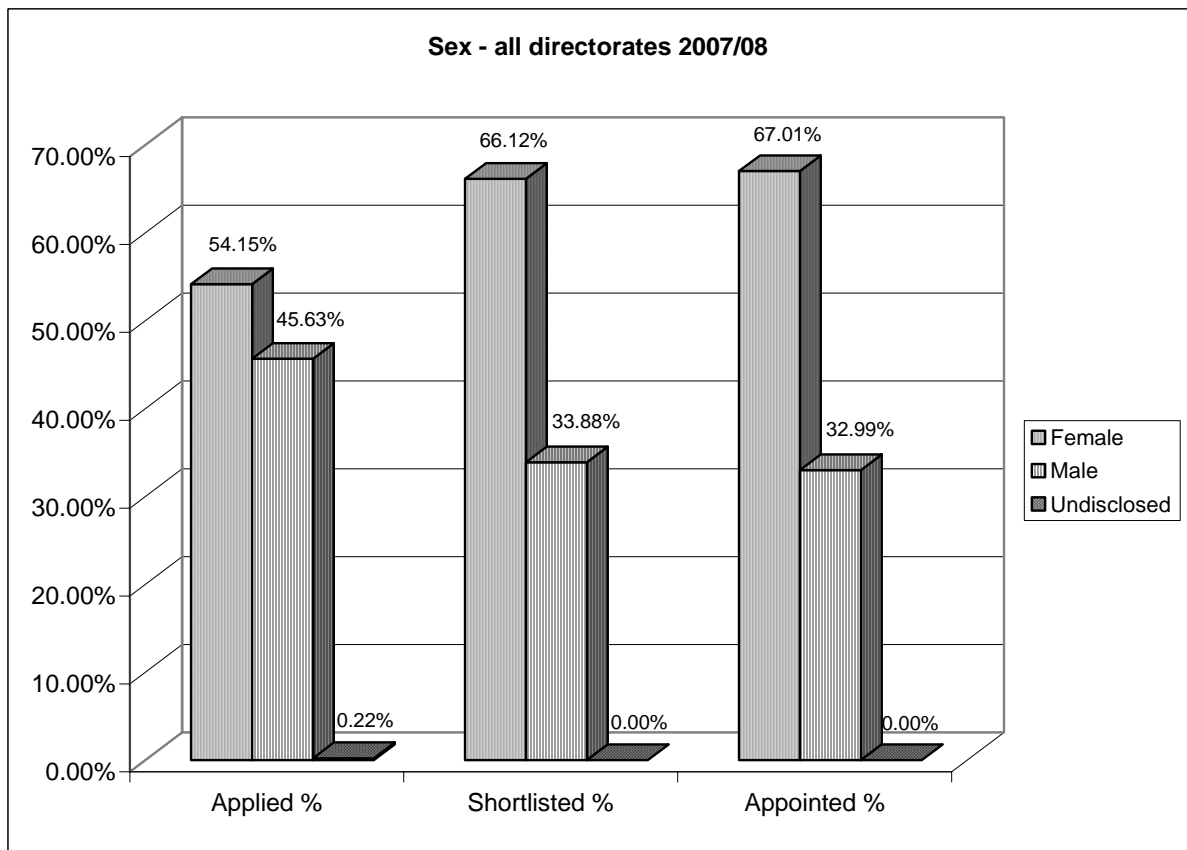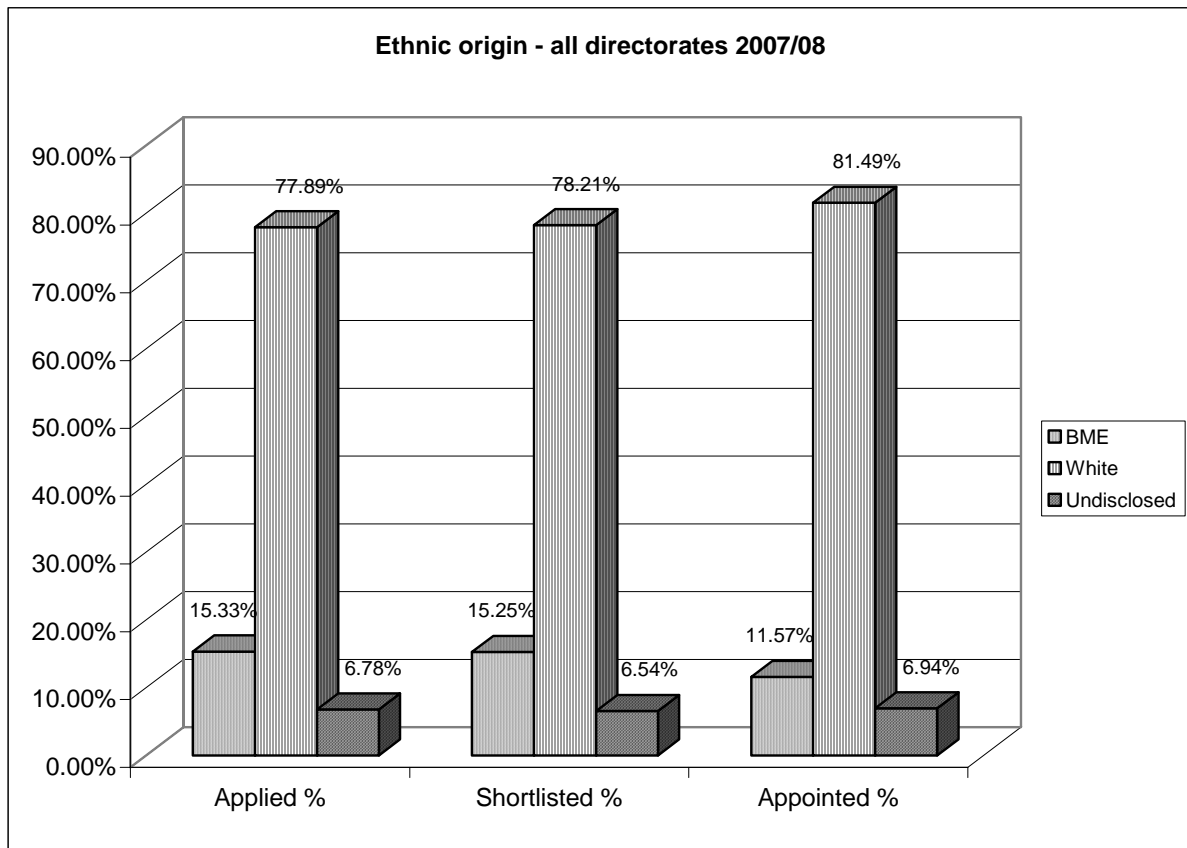
Disability - all directorates 2007/08

Legend: Disabled, Not Recorded, Not Disabled

	Applied %	Shortlisted %	Appointed %
Not Recorded	97.27%	96.65%	97.40%
Disabled	2.73%	3.35%	2.60%
Not Disabled	0.38%	0.56%	0.26%

Age - all directorates 2007/08

Legend: < 20, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60-64, 65 >, Not Stated

Applied %: 13.84%, 7.60%, 6.79%, 4.87%, 3.87%, 3.30%, 2.65%, 20.11%, 3.83%, 3.17%, 0.17%, 29.81%

Shortlisted %: 9.69%, 6.39%, 6.50%, 5.40%, 5.03%, 4.24%, 20.27%, 5.29%, 4.82%, 0.37%, 26.72%

Appointed %: 9.35%, 9.11%, 6.00%, 5.52%, 6.47%, 7.19%, 4.80%, 17.03%, 5.28%, 7.19%, 0.24%, 21.82%
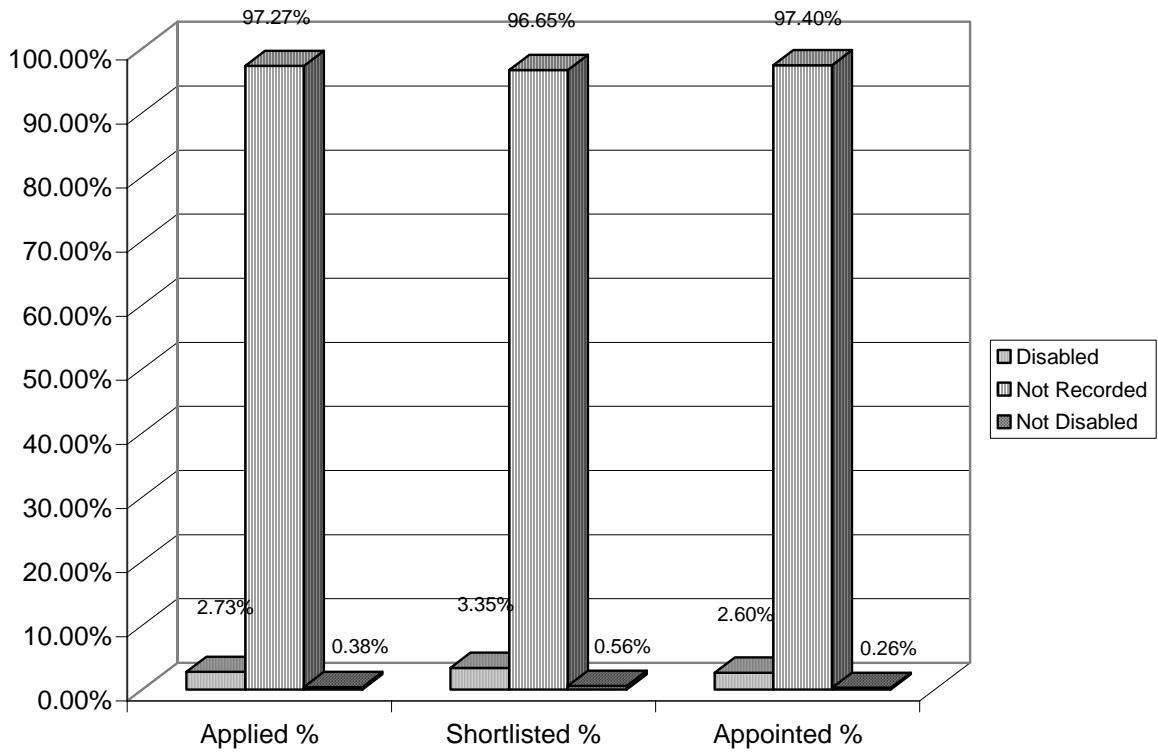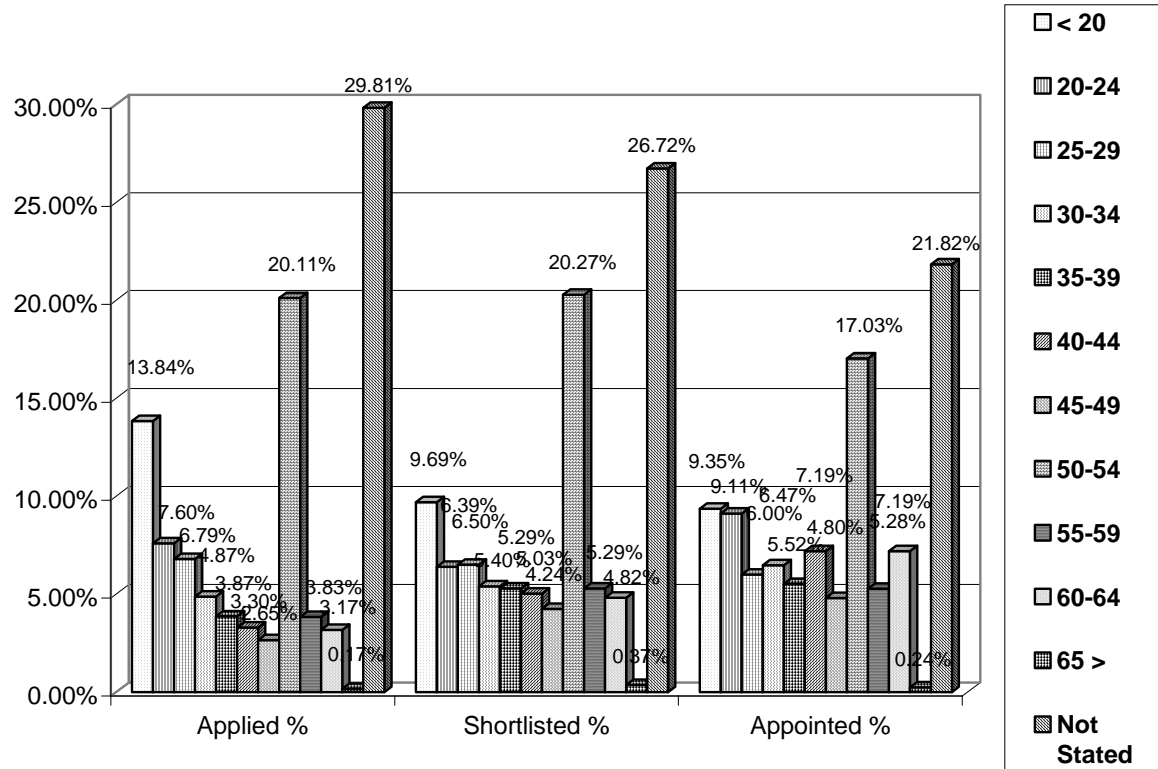
Appendix 4. Statutory Monitoring by Racial Group 2007/08

Employment Monitoring by Racial Group (excluding schools, except where stated) 1 April 2007 – 31 March 2008	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 (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)			Not known	Overall Totals
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
(a) No. of employees below SCP34 (Senior Officer and below)																		
Adult, Community and Housing	3	51	21	7	9	49	7	2	4	3	0	7	3	2523	9	10	15	2723
Chief Executive's	0	4	7	0	0	1	0	0	0	0	0	1	0	203	0	1	0	217
Children's Services	1	35	17	1	4	43	3	0	6	2	0	7	3	1468	6	11	174	1781
Finance, ICT and Procurement	1	20	5	0	0	7	0	2	0	1	0	2	0	461	0	1	3	503
Law and Property	1	4	2	1	1	5	1	0	0	0	0	1	0	130	2	1	3	152
Urban Environment	0	21	6	0	0	15	3	0	0	0	0	5	1	1303	3	9	16	1382
Totals	**6**	**135**	**58**	**9**	**14**	**120**	**14**	**4**	**10**	**6**	**0**	**23**	**7**	**6088**	**20**	**33**	**211**	**6758**
(b) No. of employees above SCP33 (Principal Officer and above)																		
Adult, Community and Housing	1	12	5	4	1	15	1	0	0	1	1	0	1	364	1	3	0	410
Chief Executive's	0	3	0	1	0	3	0	1	0	0	0	0	0	105	0	0	0	113
Children's Services	1	7	1	0	1	18	3	0	1	1	0	0	0	153	2	3	6	197
Finance, ICT and Procurement	0	7	1	1	0	2	0	0	0	0	0	0	0	148	0	1	1	161
Law and Property	0	2	1	1	0	1	0	0	0	0	0	0	0	65	0	2	1	73
Urban Environment	0	3	1	0	0	3	0	0	0	0	0	0	0	206	1	5	0	219
Totals	**2**	**34**	**9**	**7**	**2**	**42**	**4**	**1**	**1**	**2**	**1**	**0**	**1**	**1041**	**4**	**14**	**8**	**1173**
(c) No. of employees (all grades, including schools) [1]																		
Adult, Community and Housing	4	65	27	11	10	65	8	2	4	4	1	9	4	2927	10	13	17	3181
Chief Executive's	0	7	7	1	0	4	0	1	0	0	0	1	0	308	0	1	0	330
Children's Services	7	139	79	10	13	100	10	1	12	8	1	20	6	7635	36	65	1164	9306
Finance, ICT and Procurement	1	27	6	1	0	9	0	2	0	1	0	2	0	609	0	2	4	664
Law and Property	1	6	3	2	1	6	1	0	0	0	0	1	0	195	2	3	4	225
Urban Environment	0	25	7	0	0	18	3	0	0	1	0	5	1	1527	4	14	16	1621
Totals	**13**	**269**	**129**	**25**	**24**	**202**	**22**	**6**	**16**	**14**	**2**	**38**	**11**	**13201**	**52**	**98**	**1205**	**15327**

Employment Monitoring by Racial Group (excluding schools) 1 April 2007 – 31 March 2008	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						1								26	1		28
Chief Executive's														12			12
Children's Services [2]		1				1								20			22
Finance, ICT and Procurement		1	1											28			30
Law and Property														4			4
Urban Environment		1			1									19			21
Totals	0	3	1	0	1	2	0	0	0	0	0	0	0	109	1	0	117
Number of secondments to higher graded posts																	
Adult, Community and Housing		1				1								1			3
Chief Executive's			1											7			8
Children's Services [2]						2								7	1		10
Finance, ICT & Procurement						1								6			7
Law and Property																	0
Urban Environment																	0
Totals	0	1	1	0	0	4	0	0	0	0	0	0	0	21	1	0	28
Number of employees requesting short-course skills or knowledge training																	
Adult, Community and Housing	14	126	35	17	57	180	15		11	5	5	23	1	6411	22	21	6943
Chief Executive's		8	3		1	1		1				1		179	1		195
Children's Services [2]	1	6	3	3	1	15	1	2	2					331	3	2	370
Finance, ICT and Procurement		10	1		1	2						2		241			257
Law and Property		5				5	5							225		9	249
Urban Environment		7	6			3	1	1		1		2		559		1	581
Totals	15	162	48	20	60	206	22	4	13	6	5	28	1	7946	26	33	8595

Employment Monitoring by Racial Group (excluding schools) 1 April 2007 – 31 March 2008	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	14	117	33	16	52	166	14		8	4	5	22	1	5801	19	21	6293
Chief Executive's		8	4			1		1				1		187	1		203
Children's Services [2]	1	3	3	3	1	15	1		2					292	3	2	326
Finance, ICT and Procurement		16	3		5	1						2		325			352
Law and Property		5				5	5							225			240
Urban Environment		17	5			4	1	1		1		2		807		4	842
Totals	**15**	**166**	**48**	**19**	**58**	**192**	**21**	**2**	**10**	**5**	**5**	**27**	**1**	**7637**	**23**	**27**	**8256**
No. of employees requesting vocational/professional training																	
Adult, Community and Housing	1	5	3	2	2	6	1					1		231		2	254
Chief Executive's		3	1		1									31			36
Children's Services [2]		2	2			8	1	1	1					219	2		236
Finance, ICT and Procurement		6	1			4		1				1		44		1	58
Law and Property		2	3	1	1	2								47	2		58
Urban Environment		8				3							1	62			74
Totals	**1**	**26**	**10**	**3**	**4**	**23**	**2**	**2**	**1**	**0**	**0**	**2**	**1**	**634**	**4**	**3**	**716**
No. of employees receiving vocational/ professional training.																	
Adult, Community and Housing	1	5	3	2	2	6	1					1		231		2	254
Chief Executive's		2	1		1									28			32
Children's Services [2]		2	2			8	1	1	1					219	2		236
Finance, ICT and Procurement		6	1			4		1				1		37			50
Law and Property		2	3	1	1	2								47	2		58
Urban Environment		9				3							1	67			80
Totals	**1**	**26**	**10**	**3**	**4**	**23**	**2**	**2**	**1**	**0**	**0**	**3**	**0**	**629**	**4**	**2**	**710**

Employment Monitoring by Racial Group (excluding schools) 1 April 2007 – 31 March 2008	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		8	4	1	1	8	3	1				3		465	1	6	501
Chief Executive's		4	3			1		1						132	1		142
Children's Services [2]	1	9	3	3	2	19	1	2	26					362	2	1	431
Finance, ICT and Procurement	1	24	2	1		6		1				2	3	576			616
Law and Property		5	1	2	3	5						1		173	3	1	194
Urban Environment		18	5			10	1		17	1		1		1037	4	8	1102
Totals	**2**	**68**	**18**	**7**	**6**	**49**	**5**	**5**	**43**	**1**	**0**	**7**	**3**	**2745**	**11**	**16**	**2986**
No. of employees suffering disadvantage as a result of performance assessment																	
Adult, Community and Housing																	0
Chief Executive's																	0
Children's Services [2]																	0
Finance, ICT and Procurement																	0
Law and Property																	0
Urban Environment																	0
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.																	
Adult, Community and Housing										2				14			16
Chief Executive's														2			2
Children's Services [2]			1											2			3
Finance, ICT and Procurement						1								1			2
Law and Property																	0
Urban Environment																	0
Totals	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**19**	**0**	**0**	**23**

Employment Monitoring by Racial Group (excluding schools) — Dudley Metropolitan Borough Council — 1 April 2007 – 31 March 2008	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					1	2						1		7			11
Chief Executive's																	0
Children's Services [2]																	0
Finance, ICT and Procurement																	0
Law and Property														1			1
Urban Environment		1												19			20
Totals	0	1	0	0	1	2	0	0	0	0	0	1	0	27	0	0	32

Number of employees ending their employment	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	n/k	Total
Adult, Community and Housing		5	2		2	4	1			1	1			240		2	1	259
Chief Executive's		2	4				1	1				1		44		1		54
Children's Services		8	3		2	9	3		2			1		195	2	4	23	252
Finance, ICT and Procurement		3				1								43			1	48
Law and Property		1				1								12				14
Urban Environment		2	1			1								210			20	234
Totals	0	21	10	0	4	16	5	1	2	1	1	2	0	744	2	7	45	861

Notes

[1] A few employees, mainly casual staff, are not allocated to a salary scale point so appear in table (c), but not table (a) or (b)

[2] Data provided for part of directorate

n/k – not known

See also Appendix 3 for recruitment monitoring by racial group