

Employment Monitoring Information – 2020/21

1. The Number Of Employees In Post (Permanent, Fixed Term and Temporary Employees)

a. By Ethnic Origin

	% of Workforce*					
	2021	2020	2019	2018	2017	2016
White	95.54	95.48	96.17	96.40	96.78	96.01
Other Ethnic Group	1.62	1.38	1.01	1.00	0.80	1.20
Undefined#	2.84	3.14	2.82	2.60	2.41	2.79

Undefined relates to those employees for whom data has not been collected

b. By Disability

	% of Workforce*					
	2021	2020	2019	2018	2017	2016
Employees with a Disability	4.67	4.72	5.04	4.60	4.63	4.78

c. By Gender

	% of Workforce*					
	2021	2020	2019	2018	2017	2016
Female	53.55	53.64	53.63	53.60	54.12	54.38
Male	46.45	46.36	46.37	46.40	45.88	45.62

d. By Age

	% of Workforce*					
	2021	2020	2019	2018	2017	2016
25 and under	4.67	6.29	4.64			
26-44	34.89	33.20	34.88			
45 +	60.45	60.51	60.48			

* NB. Figures based on permanent, fixed term and temporary employees at 1st April each year

2. The Number Of Applicants For Employment

2.1 Applicants for Employment

a. By Ethnic Origin

Year		2020/21	2019/20	2018/19	2017/2018	2016/2017	2015/16
Number of Applicants	White	1206 (95.56%)	2406 (96.78%)	2389 (97.67%)	2027 (96.85%)	1301 (97.75%)	1694 (95.81%)
	Other ethnic groups	56 (4.44%)	79 (3.17%)	57 (2.33%)	66 (3.15%)	30 (2.25%)	74 (4.19%)

b. By Disability

Year	2020/21	2019/20	2018/19	2017/2018	2016/17	2015/16
No of applicants with a disability	68 (5.39%)	182 (7.19%)	123 (5.03%)	131 (6.26%)	94 (7.06%)	99 (5.60%)

c. By Gender

Year		2019/20	2018/19	2017/2018	2016/17	2015/16	
Number of Applicants	Female	718 (56.89%)	1388 (54.01%)	1183 (48.36%)	998 (47.68%)	598 (44.93%)	783 (44.29%)
	Male	544 (43.11%)	1182 (45.99%)	1263 (51.64%)	1095 (52.32%)	733 (55.07%)	985 (55.71%)

d. By Age

Year		2020/21	2019/20	2018/19	2017/2018	2016/17	2015/16
Number of Applicants	25 and under	358 (28.37%)	701 (27.70%)	643 (26.29%)			
	26-44	507 (40.17%)	914 (36.11%)	985 (40.27%)			
	45 +	397 (31.46%)	916 (36.19%)	785 (32.09%)			

2.2. Applicants Shortlisted For Employment

a. By Ethnic Origin

Year		2020/21	2019/20	2018/19	2017/2018	2016/17	2015/16
Number of Applicants shortlisted	White	302 (25.04%)	1035 (43.02%)	1029 (43.07%)	762 (37.59%)	432 (33.20%)	357 (21.07%)
	Other ethnic groups	13 (23.21%)	27 (34.18%)	30 (52.63%)	14 (21.21%)	7 (23.33%)	6 (8.11%)

b. By Disability

Year	2020/21	2019/20	2018/19	2017/2018	2016/17	2015/16
No of applicants with a disability shortlisted	17 (25%)	65 (35.71%)	51 41.46%)	51 (38.93%)	28 (43.75%)	19 (19.19%)

c. By Gender

Year		2020/21	2019/20	2018/19	2017/2018	2016/17	2015/16
Number of Applicants shortlisted	Female	136 (18.94%)	535 (38.54%)	361 (30.52%)	316 (31.66%)	169 (28.26%)	148 (18.90%)
	Male	179 (32.90%)	547 (46.28%)	698 (55.26%)	460 (42.01%)	270 (36.83%)	215 (21.83%)

d. By Age

Year		2020/21	2019/20	2018/19	2017/2018	2016/17	2015/16
Number of Applicants	25 and under	74 (20.67%)	237 (33.81%)	225 (34.99%)			
	26-44	115 (22.68%)	388 (42.45%)	450 (45.69%)			
	45 +	126 (31.74%)	445 (48.58%)	370 (47.14%)			

2.3 Shortlisted Applicants Appointed

a. By Ethnic Origin

Year		2020/21	2019/20	2018/2019	2017/2018	2016/17	2015/16
Number of shortlisted Applicants appointed	White	82 (27.15%)	204 (19.71%)	227 (22.06%)	102 (13.39%)	83 (19.21%)	99 (27.73%)
	Other ethnic groups	1 (7.69%)	3 (11.11%)	1 (3.33%)	2 (14.29%)	0 (0%)	2 (33.33%)

b. By Disability

Year	2020/21	2019/20	2018/2019	2017/2018	2016/17	2015/16
No of shortlisted applicants with a disability appointed	5 (29.41%)	8 (12.31%)	7 (13.73%)	5 (9.80%)	2 (7.14%)	4 (21.05%)

c. By Gender

Year		2020/21	2019/20	2018/2019	2017/2018	2016/17	2015/16
Number of shortlisted Applicants appointed	Female	25 (18.38%)	76 (14.21%)	57 (15.79%)	44 (13.92%)	31 (18.34%)	36 (24.32%)
	Male	58 (32.40%)	133 (24.31%)	171 (24.49%)	60 (13.04%)	52 (19.26%)	65 (30.23%)

d. By Age

Year		2020/21	2019/20	2018/2019	2017/2018	2016/17	2015/16
Number of Applicants	25 and under	16 (21.62%)	53 (22.36%)	30 (13.33%)			
	26-44	30 (26.09%)	59 (15.21%)	84 (18.66%)			
	45 +	37 (29.36%)	96 (21.57%)	111 (30%)			

The Number Of Applicants For Promotion

a. By Ethnic Origin

Year	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2020/21	White	34	26 (76.47%)	13 (50%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0
2019/20	White	62	46 (74.19%)	22 (47.83%)
	Other Ethnic Group	1	0	0
	Undefined	0	0	0
2018/19	White	59	52 (88%)	28 (54%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0
2017/18	White	85	68 (80%)	30 (44%)
	Other Ethnic Group	2	2 (100%)	1 (50%)
	Undefined	0	0	0
2016/17	White	63	46 (73%)	21 (46%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0
2015/16	White	67	52 (77.61%)	23 (44.23%)
	Other Ethnic Group	0	0 (0%)	0 (0%)
	Undefined	0	0	0

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2020/21	1	1	1
2019/20	4	3	0
2018/19	1	1	1
2017/18	3	2	1
2016/17	4	3	0
2015/16	0	0	0

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2020/21	Female	17	15 (88.23%)	7 (46.67%)
	Male	18	12 (66.67%)	7 (58.33%)
2019/20	Female	28	21 (75%)	10 (47.62%)
	Male	34	25 (73.53%)	12 (48%)
2018/19	Female	30	27 (90%)	13 (48.15%)
	Male	29	25 (86.21%)	15 (60%)
2017/18	Female	48	39 (81.25%)	15 (38.46%)
	Male	39	31 (79.49%)	16 (51.61%)
2016/17	Female	20	17 (85%)	8 (47%)
	Male	43	29 (67%)	13 (45%)
2015/16	Female	32	25 (78.13%)	8 (32%)
	Male	35	27 (77.14%)	15 (55.55%)

d. By Age

Year	Age Range	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2020/21	25 and under	4	4 (100%)	2 (50%)
	26-44	20	15 (75%)	10 (66.67%)
	45 +	11	8 (72.73%)	2 (25%)
2019/20	25 and under	8	7 (87.5%)	2 (28.57%)
	26-44	28	18 (64.29%)	11 (61.11%)
	45 +	26	21 (80.77%)	9 (42.86%)
2018/19	25 and under	12	9 (75%)	4 (44.44%)
	26-44	30	19 (63.33%)	14 (73.68%)
	45 +	17	14 (82.35%)	9 (64.29%)

4. The Number Of Applicants For Training

a. By Ethnic Origin

	% of Staff per Group Receiving Training					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
White	59.24%	89.91%	92.54 %	93.15%	84.82%	92.53%
Other Ethnic Group	75%	100%	100%	100%	100%	85.71%
Undefined	50%	100%	100%	100%	100%	100%

b. By Disability

	% of Staff per Group Receiving Training					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Employees with a disability receiving training	56.52%	95.8%	88%	82.61%	86.95%	79.17%

c. By Gender

	% of Staff per Group Receiving Training					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Female	68.56%	91.58%	89.47%	97.76%	86.25%	93.41%
Male	48.47%	88.98%	96.18%	89.22%	84.65%	92.58%

d. By Age

	% of Staff per Group Receiving Training					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
25 and under	78.26%	96.88%				
26-44	65.12%	95.86%				
45 +	54.36%	86.69%				

5. The Number Of Employees Receiving Training

During the 2013/14 year there was one request for training that was refused. In all other years there have been no instances where requests for developmental training have been refused.

6. The Number Of Employees Who Benefit Or Suffer Detriment As A Result Of Performance Assessment Procedures

Please note the figures are not shown for 2020/21 due to the appraisal process being administered different that year and was linked to covid response/recovery, with specific covid ratings, therefore unable to compare that year.

a. By Ethnic Origin

2019/20	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	25	72	327	8
Other Ethnic Group	0	1	5	0
Undefined	1	2	11	0

2018/19	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	19	90	346	3
Other Ethnic Group	0	1	4	0
Undefined	0	0	0	1

2017/18	Performance Rating			
Ethnic Group	Exceeded	Achieved with Merit	Achieved	Partially Met
White	14	56	359	4
Other Ethnic Group	0	0	4	0
Undefined	0	4	7	0

2015/16	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	47	387	7
Other Ethnic Group	0	4	0
Undefined	1	10	0

2015/16	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	50	400	10
Other Ethnic Group	0	6	0
Undefined	1	13	0

2014/15	Performance Rating		
Ethnic Group	Exceeded	Met	Partially Met
White	47	394	12
Other Ethnic Group	0	5	0
Undefined	2	8	0

b. By Disability

Employees with a disability	Performance Rating			
	Exceeded	Achieved with merit	Achieved/Met	Partially Met
2019/20	2	3	18	0
2018/19	2	4	15	1
2017/18	1	1	19	1
2016/17	1	n/a	20	1
2015/16	0	n/a	20	4
2014/15	1	n/a	19	1

c. By Gender

Year	Gender	Performance Rating			
		Exceeded	Achieved with merit	Achieved/Met	Partially Met
2019/20	Female	19	44	178	2
	Male	7	31	165	6
2018/19	Female	10	47	182	1
	Male	9	43	163	2
2017/18	Female	7	29	210	0
	Male	7	31	160	4
2016/17	Female	26	n/a	221	2
	Male	22	n/a	180	5
2015/16	Female	31	n/a	225	5
	Male	20	n/a	419	5
2014/15	Female	33	n/a	219	8
	Male	16	n/a	188	4

d. By Age

2019/20	Performance Rating			
	Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under	0	4	15	1
26-44	12	29	112	1
45+	14	42	216	6
2018/19	Performance Rating			
	Exceeded	Achieved with Merit	Achieved	Partially Met
25 and under	0	3	12	1
26-44	11	35	110	1
45+	8	52	224	1

7. The Number Of Staff Involved In Grievance Procedures

a. By Ethnic Origin

Ethnic Group	Number of Grievances					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
White	1	0	0	1	0	1
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Cases involving employees with a disability	0	0	0	0	0	0

c. By Gender

	Number of Grievances					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Females	0	0	0	1	0	1
Males	1	0	0	0	0	0

d. By Age

	Number of Grievances					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
25 and under	0	0	0			
26-44	0	0	0			
45+	1	0	0			

8. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

Ethnic Group	Number of Disciplinary Procedures					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
White	14	18	10	8	12	4
Other Ethnic Group	0	1	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Disciplinary Procedures					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Cases of employees with a disability	0	0	0	1	0	0

c. By Gender

	Number of Disciplinary Procedures					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Females	5	4	1	1	4	2
Males	9	15	9	7	8	2

d. By Age

	Number of Disciplinary Procedures					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
25 and under	0	0	1			
26-44	2	5	1			
45+	12	14	8			

9. The Number Of Employees Who Cease To Be Employed By The Authority

a. By Ethnic Origin

Ethnic Group	Number of Leavers					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
White	34	42	54	59	53	52
Other Ethnic Group	0	0	0	1	2	2
Undefined	2	2	2	0	3	3

b. By Disability

	Number of Leavers					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Leavers with a disability	2	1	2	3	4	3

c. By Gender

	Number of Leavers					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Female	16	21	26	29	31	27
Male	20	23	30	31	27	30

d. By Age

	Number of Leavers					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
25 and under	8	1	1			
26-44	6	14	22			
45+	22	29	33			

10. The Number Of Employees Absent Due to Sickness

a. By Ethnic Origin

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
White	50.53%	66.05%	65.41%	69.50%	71.10%	71.58%
Other Ethnic Group	50%	42.86%	20%	40%	50%	87.5%
Undefined	78.57%	93.75%	71.43%	61.54%	91.6%	64.29%

b. By Disability

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Employees absent due to sickness with a disability	65.22%	87.5%	68%	86.96%	73.91%	75%

c. By Gender

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Female	57.95%	68.13%	69.55%	73.51%	77.69%%	79.49%
Male	43.67%	64.83%	60%	63.79%	64.04%%	62.88%

d. By Age

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
25 and under	60.87%	78.12%				
26-44	45.93%	70.41%				
45 +	53.69%	63.31%				