

## **Employment Monitoring Information – 2016/17**

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

#### **a. By Ethnic Origin**

	<b>% of Workforce*</b>					
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
White	96.78	96.01	96.32	95.61	96.15	93.72
Other Ethnic Group	0.80	1.20	1.55	1.88	1.45	1.29
Undefined#	2.41	2.79	2.13	2.51	2.40	4.99

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

#### **b. By Disability**

	<b>% of Workforce*</b>					
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
Employees with a Disability	4.63	4.78	4.46	4.23	3.21	2.58

#### **c. By Gender**

	<b>% of Workforce*</b>					
	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
Female	54.12	54.38	54.26	55.17	54.65	55.39
Male	45.88	45.62	45.74	44.83	45.35	44.61

\* NB. Figures based on permanent, fixed term and temporary employees at 1<sup>st</sup> April each year

### **2. The Number Of Applicants For Employment**

Note: For these indicators, to enable a meaningful comparison between the information for 2014/15 and the information produced in previous years data is shown both for applications for directly employed Council posts only and for posts including those within Alive Management Limited and the Joint employee establishment (shown in the shaded boxes). Information for 2015/16 is for applicants for directly employed Council roles only.

## 2.1 Applicants for Employment

### a. By Ethnic Origin

Year		2016/2017	2015/16	2014/15	2013/14	2012/13	2011/12
Number of Applicants	White	1301 (97.75%)	1694 (95.81%)	2469 (96.82%)	3063 (96.84%)	2145 (96.49%)	1393 (96.8%)
				3345 (96.43%)			
	Other ethnic groups	30 (2.25%)	74 (4.19%)	81 (3.18%)	100 (3.16%)	78 (3.51%)	46 (3.2%)
				124 (3.57%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### b. By Disability

Year		2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
No of applicants with a disability		94 (7.06%)	99 (5.60%)	146 (5.73%)	202 (6.39%)	88 (3.96%)	35 (2.44%)
				184 (5.3%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### c. By Gender

Year		2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
Number of Applicants	Female	598 (44.93%)	783 (44.29%)	1429 (56.04%)	1542 (48.75%)	1209 (54.39%)	542 (37.67%)
				1943 (56%)			
	Male	733 (55.07%)	985 (55.71%)	1121 (43.96%)	1621 (51.25%)	1014 (45.61%)	897 (62.34%)
				1526 (44%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

## 2.2. Applicants Shortlisted For Employment

### a. By Ethnic Origin

Year		2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
Number of Applicants shortlisted	White	432 (33.20%)	357 (21.07%)	311 (12.6%)	939 (30.66%)	606 (28%)	416 (30%)
				372 (11%)			
	Other ethnic groups	7 (23.33%)	6 (8.11%)	7 (8.64%)	28 (28%)	13 (17%)	7 (15%)
				10 (8%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### b. By Disability

Year	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
No of applicants with a disability shortlisted	28 (43.75%)	19 (19.19%)	16 (10.96%)	63 (31.19%)	26 (30%)	3 (9%)
			17 (9.24%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### c. By Gender

Year	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12	
Number of Applicants shortlisted	Female	169 (28.26%)	148 (18.90%)	158 (11.06%)	409 (26.52%)	325 (27%)	168 (31%)
				192 (13.44%)			
Number of Applicants shortlisted	Male	270 (36.83%)	215 (21.83%)	161 (14.36%)	558 (34.42%)	294 (29%)	255 (28%)
				190 (16.95%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

## 2.3 Shortlisted Applicants Appointed

### a. By Ethnic Origin

Year	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12	
Number of shortlisted Applicants appointed	White	83 (19.21%)	99 (27.73%)	93 (29.9%)	157 (16.72%)	174 (28.7%)	138 (33.2%)
				133 (35.75%)			
Number of shortlisted Applicants appointed	Other ethnic groups	0 (0%)	2 (33.33%)	3 (42.86%)	1 (3.57%)	2 (15.4%)	2 (28.5%)
				3 (30%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

### b. By Disability

Year	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
No of shortlisted applicants with a disability appointed	2 (7.14%)	4 (21.05%)	3 (18.75%)	2 (3.17%)	3 (11.5%)	2 (67%)
			4 (23.53%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

c. By Gender

Year		2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
Number of shortlisted Applicants appointed	Female	31 (18.34%)	36 (24.32%)	29 (18.35%)	66 (16.14)	88 (27.1%)	60 (35.7%)
				56 (29.17%)			
	Male	52 (19.26%)	65 (30.23%)	67 (41.61%)	92 (16.49%)	88 (29.9%)	80 (31.2%)
				80 (42.11%)			

NB. 2014/15 figures in white box relate to Council direct posts, figures in shaded box include Alive Mgt Ltd & Joint Employees

3. The Number Of Applicants For Promotion

a. By Ethnic Origin

2016/17	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	63	46 (73%)	21 (46%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0

2015/16	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	67	52 (77.61%)	23 (44.23%)
	Other Ethnic Group	0	0 (0%)	0 (0%)
	Undefined	0	0	0

2014/15	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	82	78 (95%)	44 (56%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0

2013/14	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	111	83 (75.68%)	35 (42.17%)
	Other Ethnic Group	1	1 (100%)	0
	Undefined	0	0	0

2012/13	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	146	124 (85%)	54 (44%)
	Other Ethnic Group	0	0	0
	Undefined	0	0	0

2011/12	Ethnic Group	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
	White	168	143 (85%)	57 (40%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
2016/17	4	3	0
2015/16	0	0	0
2014/15	3	2	0
2013/14	3	2	0
2012/13	2	2	0
2011/12	3	2	2

c. By Gender

Year	Gender	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
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%)
2014/15	Female	44	42 (95.45%)	22 (55.38%)
	Male	39	37 (94.87%)	23 (62.16%)
2013/14	Female	51	44 (86.27%)	20 (45.45%)

	Male	61	40 (65.57%)	15 (37.50%)
2012/13	Female	83	72 (87%)	24 (33%)
	Male	63	52 (83%)	30 (58%)
2011/12	Female	69	66 (96%)	29 (44%)
	Male	100	77 (77%)	28 (36%)

#### **4. The Number Of Applicants For Training**

##### **a. By Ethnic Origin**

	<b>% of Staff per Group Receiving Training</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
White	84.82%	92.53%	93.76%	96.56%	72.8%	93.5%
Other Ethnic Group	100%	85.71%	100%	100%	78%	75%
Undefined*	100%	100%	100%	93.75%	83%	96.8%

##### **b. By Disability**

	<b>% of Staff per Group Receiving Training</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Employees with a disability receiving training	86.95%	79.17%	82%	81%	55%	87.5%

##### **c. By Gender**

	<b>% of Staff per Group Receiving Training</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Female	86.25%	93.41%	91%	96%	72.1%	93.6%
Male	84.65%	92.58%	98%	99.3%	76.3%	93.4%

#### **5. The Number Of Employees Receiving Training**

During both 2016/17 and 2015/16 there were no cases where a request for training was refused. During both the 2013/14 and 2012/13 years 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**

Note: The overall reduction in numbers reported from 2014/15 onwards relates to the change in the number of staff directly employed by the Council.

### **a. By Ethnic Origin**

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

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

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

<b>2013/14</b>	<b>Performance Rating</b>		
<b>Ethnic Group</b>	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
White	52	497	13
Other Ethnic Group	0	12	0
Undefined	0	16	0

<b>2012/13</b>	<b>Performance Rating</b>		
<b>Ethnic Group</b>	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
White	43	509	9
Other Ethnic Group	0	7	0
Undefined	2	13	0

<b>2011/12</b>	<b>Performance Rating</b>		
<b>Ethnic Group</b>	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
White	24	529	10
Other Ethnic Group	0	7	0
Undefined	1	29	1

### **b. By Disability**

<b>Employees with a disability</b>	<b>Performance Rating</b>		
	<b>Exceeded</b>	<b>Met</b>	<b>Partially Met</b>
2016/17	1	20	1
2015/16	0	20	4
2014/15	1	19	1
2013/14	1	26	1
2012/13	0	20	0
2011/12	0	16	0

c. By Gender

Year	Gender	Performance Rating		
		Exceeded	Met	Partially Met
2016/17	Female	26	221	2
	Male	22	180	5
2015/16	Female	31	225	5
	Male	20	419	5
2014/15	Female	33	219	8
	Male	16	188	4
2013/14	Female	28	282	4
	Male	24	243	9
2012/13	Female	27	283	3
	Male	18	246	6
2011/12	Female	19	309	4
	Male	6	256	7

**7. The Number Of Staff Involved In Grievance Procedures**

a. By Ethnic Origin

Ethnic Group	Number of Grievances					
	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
White	0	1	1	1	7	1
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

Cases involving employees with a disability	Number of Grievances					
	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
	0	0	0	0	1	0

c. By Gender

	Number of Grievances					
	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
Females	0	1	0	1	5	1
Males	0	0	1	0	2	0

**8. The Number Of Staff Involved In Disciplinary Procedures**

a. By Ethnic Origin

Ethnic Group	Number of Disciplinary Procedures					
	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
White	12	4	15	14	24	6
Other Ethnic Group	0	0	2	1	0	1
Undefined*	0	0	0	0	0	0



b. By Disability

	<b>Number of Disciplinary Procedures</b>					
		<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Cases of employees with a disability	0	0	0	0	0	0

c. By Gender

	<b>Number of Disciplinary Procedures</b>					
		<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Females	4	2	5	5	3	0
Males	8	2	12	10	21	7

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

a. By Ethnic Origin

	<b>Number of Leavers</b>					
<b>Ethnic Group</b>	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
White	53	52	49	50	79	62
Other Ethnic Group	2	2	3	0	0	2
Undefined	3	3	2	1	3	6

b. By Disability

	<b>Number of Leavers</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Leavers with a disability	4	3	3	0	3	2

c. By Gender

	<b>Number of Leavers</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Female	31	27	27	22	42	39
Male	27	30	27	29	34	31

## 10. The Number Of Employees Absent Due to Sickness

### a. By Ethnic Origin

	<b>% of Staff per Group Taking At Least One Period of Sickness Absence</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
White	71.10%	71.58%	73.24%			
Other Ethnic Group	50%	87.5%	37.5%			
Undefined*	91.6%	64.29%	63.64%			

### b. By Disability

	<b>% of Staff per Group Taking At Least One Period of Sickness Absence</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Employees absent due to sickness with a disability	73.91%	75%	82.61%			

### c. By Gender

	<b>% of Staff per Group Taking At Least One Period of Sickness Absence</b>					
	<b>2016/17</b>	<b>2015/16</b>	<b>2014/15</b>	<b>2013/14</b>	<b>2012/13</b>	<b>2011/12</b>
Female	77.69%%	79.49%	76.79%			
Male	64.04%%	62.88%	67.37%			