

Employment Monitoring Information – 2019/20

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

a. By Ethnic Origin

	% of Workforce*					
	2020	2019	2018	2017	2016	2015
White	95.48	96.17	96.40	96.78	96.01	96.32
Other Ethnic Group	1.38	1.01	1.00	0.80	1.20	1.55
Undefined#	3.14	2.82	2.60	2.41	2.79	2.13

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

b. By Disability

	% of Workforce*					
	2020	2019	2018	2017	2016	2015
Employees with a Disability	4.72	5.04	4.60	4.63	4.78	4.46

c. By Gender

	% of Workforce*					
	2020	2019	2018	2017	2016	2015
Female	53.64	53.63	53.60	54.12	54.38	54.26
Male	46.36	46.37	46.40	45.88	45.62	45.74

d. By Age

	% of Workforce*					
	2020	2019	2018	2017	2016	2015
25 and under	6.29	4.64				
26-44	33.20	34.88				
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		2019/20	2018/19	2017/2018	2016/2017	2015/16	2014/15
Number of Applicants	White	2406 (96.78%)	2389 (97.67%)	2027 (96.85%)	1301 (97.75%)	1694 (95.81%)	2469 (96.82%)
	Other ethnic groups	79 (3.17%)	57 (2.33%)	66 (3.15%)	30 (2.25%)	74 (4.19%)	81 (3.18%)

b. By Disability

Year	2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
No of applicants with a disability	182 (7.19%)	123 (5.03%)	131 (6.26%)	94 (7.06%)	99 (5.60%)	146 (5.73%)

c. By Gender

Year		2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
Number of Applicants	Female	1388 (54.01%)	1183 (48.36%)	998 (47.68%)	598 (44.93%)	783 (44.29%)	1429 (56.04%)
	Male	1182 (45.99%)	1263 (51.64%)	1095 (52.32%)	733 (55.07%)	985 (55.71%)	1121 (43.96%)

d. By Age

Year		2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
Number of Applicants	25 and under	701 (27.70%)	643 (26.29%)				
	26-44	914 (36.11%)	985 (40.27%)				
	45 +	916 (36.19%)	785 (32.09%)				

2.2. Applicants Shortlisted For Employment

a. By Ethnic Origin

Year		2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
Number of Applicants shortlisted	White	1035 (43.02%)	1029 (43.07%)	762 (37.59%)	432 (33.20%)	357 (21.07%)	311 (12.6%)
	Other ethnic groups	27 (34.18%)	30 (52.63%)	14 (21.21%)	7 (23.33%)	6 (8.11%)	7 (8.64%)

b. By Disability

Year	2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
No of applicants with a disability shortlisted	65 (35.71%)	51 (41.46%)	51 (38.93%)	28 (43.75%)	19 (19.19%)	16 (10.96%)

c. By Gender

Year		2019/20	2018/2019	2017/2018	2016/17	2015/16	2014/15
Number of Applicants shortlisted	Female	535 (38.54%)	361 (30.52%)	316 (31.66%)	169 (28.26%)	148 (18.90%)	158 (11.06%)
	Male	547 (46.28%)	698 (55.26%)	460 (42.01%)	270 (36.83%)	215 (21.83%)	161 (14.36%)

d. By Age

Year		2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
Number of Applicants	25 and under	237 (33.81%)	225 (34.99%)				
	26-44	388 (42.45%)	450 (45.69%)				
	45 +	445 (48.58%)	370 (47.14%)				

2.3 Shortlisted Applicants Appointed

a. By Ethnic Origin

Year		2019/20	2018/2019	2017/2018	2016/17	2015/16	2014/15
Number of shortlisted Applicants appointed	White	204 (19.71%)	227 (22.06%)	102 (13.39%)	83 (19.21%)	99 (27.73%)	93 (29.9%)
	Other ethnic groups	3 (11.11%)	1 (3.33%)	2 (14.29%)	0 (0%)	2 (33.33%)	3 (42.86%)

b. By Disability

Year	2019/20	2018/2019	2017/2018	2016/17	2015/16	2014/15
No of shortlisted applicants with a disability appointed	8 (12.31%)	7 (13.73%)	5 (9.80%)	2 (7.14%)	4 (21.05%)	3 (18.75%)

c. By Gender

Year		2019/20	2018/2019	2017/2018	2016/17	2015/16	2014/15
Number of shortlisted Applicants appointed	Female	76 (14.21%)	57 (15.79%)	44 (13.92%)	31 (18.34%)	36 (24.32%)	29 (18.35%)
	Male	133 (24.31%)	171 (24.49%)	60 (13.04%)	52 (19.26%)	65 (30.23%)	67 (41.61%)

d. By Age

Year		2019/20	2018/19	2017/2018	2016/17	2015/16	2014/15
Number of Applicants	25 and under	53 (22.36%)	30 (13.33%)				
	26-44	59 (15.21%)	84 (18.66%)				
	45 +	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
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
2014/15	White	82	78 (95%)	44 (56%)
	Other Ethnic Group	1	1 (100%)	1 (100%)
	Undefined	0	0	0

b. By Disability

Year	Applied For Promotion	Shortlisted For Promotion	Achieved Promotion
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
2014/15	3	2	0

b. By Disability

	% of Staff per Group Receiving Training					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Employees with a disability receiving training	95.8%	88%	82.61%	86.95%	79.17%	82%

c. By Gender

	% of Staff per Group Receiving Training					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Female	91.58%	89.47%	97.76%	86.25%	93.41%	91%
Male	88.98%	96.18%	89.22%	84.65%	92.58%	98%

d. By Age

	% of Staff per Group Receiving Training					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
25 and under	96.88%					
26-44	95.86%					
45 +	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

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					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
White	0	0	1	0	1	1
Other Ethnic Group	0	0	0	0	0	0
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Grievances					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Cases involving employees with a disability	0	0	0	0	0	0

c. By Gender

	Number of Grievances					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Females	0	0	1	0	1	0
Males	0	0	0	0	0	1

There were no grievances in 2018/19 or 2019/20 to monitor for age.

8. The Number Of Staff Involved In Disciplinary Procedures

a. By Ethnic Origin

Ethnic Group	Number of Disciplinary Procedures					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
White	18	10	8	12	4	15
Other Ethnic Group	1	0	0	0	0	2
Undefined	0	0	0	0	0	0

b. By Disability

	Number of Disciplinary Procedures					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Cases of employees with a disability	0	0	1	0	0	0

c. By Gender

	Number of Disciplinary Procedures					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Females	4	1	1	4	2	5
Males	15	9	7	8	2	12

d. By Age

	Number of Disciplinary Procedures					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
25 and under	0	1				
26-44	5	1				
45+	14	8				

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

a. By Ethnic Origin

	Number of Leavers					
Ethnic Group	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
White	42	54	59	53	52	49
Other Ethnic Group	0	0	1	2	2	3
Undefined	2	2	0	3	3	2

b. By Disability

	Number of Leavers					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Leavers with a disability	1	2	3	4	3	3

c. By Gender

	Number of Leavers					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Female	21	26	29	31	27	27
Male	23	30	31	27	30	27

d. By Age

	Number of Leavers					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
25 and under	1	1				
26-44	14	22				
45+	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					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
White	66.05%	65.41%	69.50%	71.10%	71.58%	73.24%
Other Ethnic Group	42.86%	20%	40%	50%	87.5%	37.5%
Undefined	93.75%	71.43%	61.54%	91.6%	64.29%	63.64%

b. By Disability

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Employees absent due to sickness with a disability	87.5%	68%	86.96%	73.91%	75%	82.61%

c. By Gender

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
Female	68.13%	69.55%	73.51%	77.69%%	79.49%	76.79%
Male	64.83%	60%	63.79%	64.04%%	62.88%	67.37%

d. By Age

	% of Staff per Group Taking At Least One Period of Sickness Absence					
	2019/20	2018/19	2017/18	2016/17	2015/16	2014/15
25 and under	78.12%					
26-44	70.41%					
45 +	63.31%					