

East Ayrshire Council

Equalities Monitoring Statistics As At July 2007 –September 2007

In accordance with its statutory obligations East Ayrshire Council has monitored the relevant elements of its employment arrangements and publishes here the results of that monitoring.

1. East Ayrshire Ethnic Profile

According to the 2001 Census then ethnic make up for East Ayrshire

ETHNIC GROUP	NUMBER	PERCENTAGE (%)
White Scottish	113,286	94.22
Other Whit British	4,734	3.94
White Irish	691	0.57
Other White	714	0.59
Indian	84	0.07
Pakistani	172	0.15
Bangladeshi	5	0.00
Other South Asian	43	0.04
Chinese	219	0.18
Caribbean	17	0.01
African	21	0.02
Black Scottish or other Black	13	0.01
Any Mixed Background	176	0.15
Other Ethnic Group	60	0.05
Total	120,238	100

2. Employees in Post

The number of staff in post as at the date of Statement, by ethnic background, gender and disability by department, is as follows:-

Fig 1: Breakdown of Employees by Ethnicity

Department	Asian Pakistani or Indian	Asian Other	Black African	Black Other	Mixed Background	Other	White	White-Scottish	White-English	White-Welsh	White-Irish	White-Other	White Other British	Not Given	Total
Chief Executive's Office							38	230	7	1	2	3	1	3	285
Corporate Support	1				2		70	270	8			1	1	3	354
Educational & Social Services	3		1	1	3	7	2,046	2,329	66	7	14	19	3	319	4,818
Neighbourhood Services	1			1		3	881	464	15	2	3	2		24	1,396
TOTAL	6		1	2	5	10	3,035	3,293	96	10	19	23	7	334	6,853

- Where recorded 0.31% of the Council's employees are of non-white ethnicity, from a non white population (2001) census of 0.86% of the population of East Ayrshire. This is 0.02% increase since the last Quarter.

Fig 2: Breakdown of Employees by Gender

Department	Male	Female	Total
Chief Executive's Office	111	174	285
Corporate Support	157	197	354
Education**	661	2,829	3,490
Neighbourhood Services	944	452	1,396
Social Work	150	1,178	1,328
Total	2023	4830	6853

- 70.4% of the Council's employees are female and 29.5% are male.

* includes Chief Executive's Office

* includes Others – Community Support, Directorate, Resource Support (part) and Onsite Services

Fig 3: Breakdown of Employees by Disability

Department	Not Disabled	Disabled	Total
Chief Executive	281	4	285
Corporate Support	350	4	354
Educational & Social Services	4785	33	4818
Neighbourhood Services	1378	18	1396
Total	6764	59	6853

- Where recorded 0.86% of the Council's employees are disabled. No change recorded in this quarter.

3. Applicants for Employment

All applicants for employment are required to complete an Equal Opportunities Monitoring Form. Information from these forms is collated on a quarterly basis by Corporate Personnel. The details of applicants for employment (both internal and external), interviewed candidates and successful candidates analysed by ethnic origin for the quarter April 2007 – June 2007

Applicants for Employment		Total No:
Gender		
	Number	Proportion (%)
Male	504	34.9
Female	939	65.1
Not Disclosed	0	0.00
Ethnic Origin		
	Number	Proportion
White Scottish	1928	93.7
White English	70	3.4
White Welsh	5	0.2
White Irish	11	0.5
Other White British	10	0.5
Any Other White Background	14	0.7
Any Mixed Background	3	0.1
Indian	3	0.1
Pakistani	1	0
Bangladeshi	0	0.00
Chinese	1	0.1
Any Other Asian Background	3	0.1
Caribbean	0	0.00
African	5	0.2
Any Other Black Background	0	0.00
Any Other Background	0	0
Not Disclosed	0	0.00
Disability		
	Number	Proportion
Disabled	45	2.2
Not Disabled	2016	97.8
Not Disclosed	0	0.00

Applicants Selected for Interview		Total No:
Gender		
	Number	Proportion (%)
Male	309	73.2
Female	113	26.8
Not Disclosed	0	0
Ethnic Origin		
	Number	Proportion
White Scottish	398	95
White English	12	2.9
White Welsh	1	0.2
White Irish	2	0.5
Other White British	2	0.5
Any Other White Background	1	0.2
Any Mixed Background	3	0.1
Indian	1	0.2
Pakistani	0	0
Bangladeshi	0	0
Chinese	0	0
Any Other Asian Background	0	0
Caribbean	0	0
African	2	0.5
Any Other Black Background	0	0
Any Mixed Background	0	0
Any Other Background	0	0
Not Disclosed	0	0
Disability		
	Number	Proportion
Disabled	15	2.7
Not Disabled	540	97.3
Not Disclosed	0	0

4. Applicants for Promoted Posts

It should be noted this information the promotion is interpreted by the applicant and not the employer.

Applicants Securing Promoted Posts		Total No:
Gender		
	Number	Proportion (%)
Male	94	49.7
Female	95	50.3
Not Disclosed	0	0.00
Ethnic Origin		
	Number	Proportion
White Scottish	173	92
White English	4	2.1
White Welsh	1	0.5
White Irish	3	1.6
Other White British	2	1.1
Any Other White Background	3	1.6
Any Mixed Background	0	0
Indian	0	0
Pakistani	0	0
Bangladeshi	0	0
Chinese	0	0
Any Other Asian Background	0	0
Caribbean	0	0
African	0	0
Any Other Black Background	0	0
Any Other Background	0	0
Not Disclosed	0	0
Disability		
	Number	Proportion
Disabled	0	0
Not Disabled	0	0
Not Disclosed	0	0

Applicants Securing Promoted Posts		Total No:
Gender		
	Number	Proportion (%)
Male	13	31
Female	29	69
Not Disclosed	0	0.00
Ethnic Origin		
	Number	Proportion
White Scottish	37	88.1
White English	3	7.1
White Welsh	0	0
White Irish	1	2.4
Other White British	0	0
Any Other White Background	1	2.4
Any Mixed Background	0	0
Indian	0	0
Pakistani	0	0
Bangladeshi	0	0
Chinese	0	0
Any Other Asian Background	0	0
Caribbean	0	0
African	0	0
Any Other Black Background	0	0
Any Other Background	0	0
Not Disclosed	0	0
Disability		
	Number	Proportion
Disabled	0	0
Not Disabled	0	0
Not Disclosed	0	0

5. PERFROMANCE ASSESSMENT

The Council identifies individual employees training and development needs through EAGER (East Ayrshire General Employee Review) which allows individual training and development needs to be aligned to individual needs with the Council's overall corporate objectives and individual Departmental objectives. The Council is currently reviewing EAGER in order to ensure that it monitors possible adverse impact on ethnic groups.

6. GRIEVANCE AND DISCIPLINARY

The total number of employees involved in Disciplinary and Grievance processes by ethnic background, gender and disability in the period 1 January – 31 March 2007 was as follows:

- Grievance: 8 recorded (5 male, 3 female all White, 7 not disabled, 1 disabled)
- Disciplinary: 3 recorded (3 male, 0 female, all White, all not disabled)

7. Cessation of Employment

Breakdown of Leavers by Ethnicity

Department	Asian Pakistani or Indian	Asian Other	Black African	Black Other	Mixed Back ground	Other	White	White-Scottish	White-English	White-Welsh	White-Irish	White-Other	White Other British	Not Given	Total
Chief Executive's Office		1					5	2				1			9
Corporate Support*							9	3							12
Education							56							1	57
Neighbourhood Services								60							60
Social Work							23								23
TOTAL		1				93	71	65				1		1	161

➤ Where recorded there were 1 leaver of non –white ethnicity

* includes Chief Executive's Office

Breakdown of Leavers by Gender

This information is currently being collated and will be published shortly

Breakdown of Leavers by Disability

Department	Not Disabled	Disabled	Total
Chief Executive's Office	9	-	9
Corporate Support*	12	-	12
Education**	57	-	57
Neighbourhood Services	60	-	60
Social Work	23	-	23
Total	94	3	161

Where recorded 0% of leavers were disabled.

* includes Chief Executive's

* includes Others – Community Support, Directorate, Resource Support (part) and Onsite Service

Breakdown of Leavers by Gender

Department	Male	Female	Total
Chief Executive's Office	1	8	9
Corporate Support*	7	5	12
Education**	4	53	57
Neighbourhood Services	48	12	60
Social Work	6	17	23
Total	73	89	161

Where recorded 45.3% of leaver were male and 55.3% of leavers were female.

8. Training

All applicants who receive training are asked to complete an Equal Opportunities Monitoring Form.

The total number of employees receiving training by ethnic background

Employees receiving training		
Ethnic Origin	Number	Proportion
White Scottish	1855	94.9
White English	50	2.5
White Welsh	3	0.15
White Irish	13	0.66
Other White Background	12	0.61
Indian	0	0
Pakistani	4	0.20
Bangladeshi	0	0
Chinese	1	0.0
Any Other Ethnic Background	1	0.0
Caribbean	0	0
African	0	0
Any other Black Background	0	0
Any other background	0	0.3
Mixed	6	0.3
Unknown	11	0.56
Gender	Number	Proportion
Male	702	35.8
Female	1135	60.0
Undisclosed	121	6.18
Disability	Number	Proportion
Disabled	54	2.75
Not Disabled	1806	92.23
Unspecified	98	5.00