

East Ayrshire Council

Equalities Monitoring Statistics January 2011 – December 2011.

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	120,235	100

2. Employees in Post

The number of staff as at the 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							1	21	1			1	2		26
Corporate Support	2					1		474	9			3	22	10	521
Educational & Social Services	3	5			3	4	203	3811	71	7	13	83	68	275	4546
Neighbourhood Services	3			1		2	116	1101	25	2	5	7	63	15	1340
TOTAL	8	5		1	3	7	320	5407	106	9	18	94	155	300	6433

- Where recorded 0.4% of the Council employees are of minority ethnic communities, from a (2001) census of 0.64% of the population in East Ayrshire.

Fig 2: Breakdown of Employees by Gender

Department	Male	Female	Total
Chief Executive's Office	12	14	26
Corporate Support	205	316	521
Educational and Social Services	730	3816	4546
Neighbourhood Services	844	496	1340
Total	1791	4642	6433

72% of the Council's employees are female and 28% are male

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's Office	26	0	26
Corporate Support	517	4	521
Educational & Social Services	4526	20	4546
Neighbourhood Services	1323	17	1340
Total	6392	41	6433

Where recorded 0.64% of the Council's employees are disabled

2. 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.

Applicants for Employment		Total No:
Gender	Number	Proportion (%)
Male	7571	32.45
Female	15747	67.5
Not Disclosed	12	0.05
Ethnic Origin	Number	Proportion
White Scottish	20551	88.88
White English	42	0.18
White Welsh		
White Irish	229	0.98
Other White British	1154	4.94
White Polish	2	0.008
Any Other White Background	286	1.23
Any Mixed Background	55	0.24
Indian	59	0.25
Pakistani	93	0.40
Bangladeshi	2	0.008
Chinese	38	0.16
Any Other Asian Background	33	0.14
Caribbean	6	0.026
African	78	0.33
Any Other Black Background	12	0.05
Any Other Background	66	0.28
Gypsy Traveller	1	0.004
Not Disclosed	623	2.67
Disability	Number	Proportion
Disabled	941	4.03
Not Disabled	11790	50.54
Not Disclosed	10599	45.43

Where recorded 7.39% of applicants declared themselves to have a disability and 1.89% of applicants were from the minority ethnic community.

Applicants Selected for Employment		Total No:
Gender	Number	Proportion (%)
Male	1616	17.02
Female	7877	82.96
Not Disclosed	2	0.02
Ethnic Origin	Number	Proportion
White Scottish	8541	89.95
White English	7	0.07
White Welsh		
White Irish	137	1.44
Other White British	427	4.50
Any Other White Background	131	1.38
Any Mixed Background	14	0.15
Indian	11	0.12
Pakistani	32	0.34
Bangladeshi		
Chinese	7	0.07
Any Other Asian Background	23	0.24
Caribbean		
African	12	0.12
Any Other Black Background	2	0.02
Any Other Background	17	0.18
Not Disclosed	134	1.41
Disability	Number	Proportion
Disabled	556	5.86
Not Disabled	5941	62.57
Not Disclosed	2998	31.57

Where recorded 8.5% of applicants selected for interview declared themselves to have a disability and 1.27% of applicants selected for interview where from the minority ethnic community.

Applicants who Accepted an Offer of Employment		Total No:
Gender	Number	Proportion (%)
Male	134	26.53
Female	371	73.47
Not Disclosed	0	
Ethnic Origin	Number	Proportion
White Scottish	419	82.97
White English	2	0.39
White Welsh		
White Irish	3	0.59
Other White British	18	3.56
Any Other White Background	9	1.78
Any Mixed Background	1	0.20
Indian	1	0.20
Pakistani	3	0.59
Bangladeshi		
Chinese	3	0.59
Any Other Asian Background	2	0.39
Caribbean		
African		
Any Other Black Background		
Any Other Background		
Not Disclosed	44	8.7
Disability	Number	Proportion
Disabled	5	0.99
Not Disabled	251	49.70
Not Disclosed	249	49.31

Where recorded 1.9% offered employment declared themselves to have a disability and 4.12% applicants were from the minority ethnic community

5. **APPLICANTS FOR TRAINING**

Applicants For Training		Total No:
Gender	Number	Proportion (%)
Male	982	32.28
Female	1903	62.56
Not Disclosed	157	5.16
Ethnic Origin	Number	Proportion
White Scottish	2871	94.38
White English	89	2.96
White Welsh	3	0.01
White Irish	29	0.95
Other White British	2	0.07
Any Other White Background	15	0.49
Any Mixed Background		
Indian	2	0.07
Pakistani	5	0.16
Bangladeshi		
Chinese		
Any Other Asian Background		
Caribbean		
African		
Any Other Black Background		
Any Other Background		
Not Disclosed	26	0.85
Disability	Number	Proportion
Disabled	80	2.63
Not Disabled	2816	92.57
Not Disclosed	146	4.8

Where recorded 2.63% of applicants who received training declared themselves to have a disability.

Where recorded 0.23% of applicants who received training were from a Black & Minority Ethnic Background

6. PERFORMANCE 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 the Council's overall corporate objectives and individual Department objectives. The Council is currently reviewing EAGER in order to ensure that it monitors possible adverse impact on ethnic groups.

7. GRIEVANCE AND DISCIPLINARY

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

- Grievance: 34 White Scottish, 8 White, 33 Male, 9 Female, All Not Disabled)
- Disciplinary: 47 White Scottish, 29 White, 49 Male, 27 Female, All Not Disabled)

8. CESSATION OF EMPLOYMENT

Breakdown of Leavers 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								2			1				3
Finance & Corporate Support								47	1						48
Education and Social Services							256	40							296
Neighbourhood Services							25	198	2						225
TOTAL							281	91	3		1				572

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

Breakdown of Leavers by Gender

Department	Male	Female	Total
Chief Executive's Office	3	0	3
Finance & Corporate Support	25	23	48
Education & Social Services	58	238	296
Neighbourhood Services	185	40	225
Total	271	301	572

Where recorded 52.62% of leavers were female and 47.38% were male.

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

Breakdown of Leavers by Disability

Department	Disabled	Not Disabled	Total
Chief Executive's Office	0	3	3
Finance & Corporate Support	0	48	48
Education*	1	295	296
Neighbourhood Services	0	225	225
Total	1	571	572

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

Where recorded 0.2% of leavers declared themselves to have a disability and 99.8% declared that they were not disabled