

East Ayrshire Council

Equalities Monitoring Statistics January 2012 – December 2012.

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	Chinese	Caribbean	Mixed	Other Asian	Other African/ Caribbean/Black	Other Ethnic	Pakistani	Pakistani/Pakistani and Scottish/ Pakistani British	Not given	White	White British	White English	White Irish	White Northern Irish	White Other	White Polish	White Scottish	White Welsh	TOTALS
Chief Executive's Office									2		3				1		15		21
Finance and Corporate Support	1					1	2	1	9		22	9	3		3		467		517
Educational and Social Services	4	1	1	1	1				257	3	54	57	21	5	55	1	3614	7	4082
Neighbourhood Services		1			1			1	23	98	70	19	1	6	5		1081	2	1308
TOTALS	5	2	1	1	2	1	2	1	291	101	149	85	25	11	64	1	5177	9	5928

Where recorded 0.27% of the Council employees are of non-white ethnicity, from a non white population (2001) census of 0.64% of the population in East Ayrshire. This a decrease of 0.13% on last years figure, however this could be attributed to the change in census categories.

Fig 2: Breakdown of Employees by Gender

BREAKDOWN OF EMPLOYEES BY GENDER

DEPARTMENT	MALE	FEMALE	TOTAL
Chief Executive's Office	8	13	21
Finance and Corporate Support	207	310	517
Educational & Social Services	614	3468	4082
Neighbourhood Services	843	465	1308
TOTALS	1672	4256	5928

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

Fig 3: Breakdown of Employees by Disability

DEPARTMENT	NOT DISABLED	DISABLED	NOT KNOWN	TOTAL
Chief Executive's Office	18	1	2	21
Finance and Corporate Support	509	8	0	517
Educational & Social Services	3929	21	132	4082
Neighbourhood Services	1280	17	11	1308
TOTALS	5736	47	145	5928

Where recorded 0.8% of the Council's employees are disabled which is an increase of 0.16% on the previous years figures.

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	7435	43.24
Female	9256	53.83
Not Disclosed	504	2.93
Ethnic Origin		
Ethnic Origin	Number	Proportion
White Scottish	15087	87.75
White English		
White Welsh		
White Irish	86	0.50
Other White British	1084	6.3
Gypsy Traveller	7	0.04
White Polish	29	0.17
Any Other White Background	28	0.16
Any Mixed Background	45	0.26
Indian	56	0.32
Pakistani	45	0.26
Bangladeshi	2	0.01
Chinese	16	0.09
Any Other Asian Background	3	0.01
Caribbean	17	0.09
African	39	0.22
Any Other Black Background	7	0.04
Any Other Background	44	0.25
Not Disclosed	600	3.48
Disability		
Disability	Number	Proportion
Disabled	177	1.0
Not Disabled	3732	21.7
Not Disclosed	13286	77.26

Where recorded 4.5% of applicants declared themselves to have a disability and 1.87% of applicants were from the minority ethnic community.

Applicants Selected for Employment		Total No:
Gender	Number	Proportion (%)
Male	688	34.85
Female	1200	60.79
Not Disclosed	86	4.36
Ethnic Origin		
Ethnic Origin	Number	Proportion
White Scottish	1690	85.46
White English		
White Welsh		
White Irish	10	0.51
Other White British	143	7.24
Gypsy Traveller	1	0.05
Any Other White Background		
Any Mixed Background	7	0.35
Indian	8	0.40
Pakistani	6	0.3
Bangladeshi		
Chinese	3	0.15
Any Other Asian Background	1	0.05
Caribbean	1	0.05
African		
Any Other Black Background		
Any Other Background	2	0.10
Not Disclosed	102	5.2
Disability		
Disability	Number	Proportion
Disabled	22	1.11
Not Disabled	563	28.52
Not Disclosed	1389	70.36

Where recorded 3.76% of applicants selected for interview declared themselves to have a disability and 1.55% of applicants selected for interview where from the minority ethnic community.

Applicants who Accepted an Offer of Employment		Total No:
Gender	Number	Proportion (%)
Male	148	32.74
Female	275	60.84
Not Disclosed	29	6.41
Ethnic Origin	Number	Proportion
White Scottish	384	84.96
White English		
White Welsh		
White Irish	1	0.22
Other White British	33	7.3
Any Other White Background		
Any Mixed Background	2	0.44
Indian	1	0.22
Pakistani		
Bangladeshi		
Chinese	1	0.22
Any Other Asian Background		
Caribbean		
African		
Any Other Black Background		
Any Other Background		
Not Disclosed	30	6.64
Disability	Number	Proportion
Disabled	3	0.66
Not Disabled	95	21.01
Not Disclosed	354	78.3

Where recorded 3.1% offered employment declared themselves to have a disability this is an increase of 1.2% on last years figure. 0.9% applicants were from the minority ethnic community which is a decrease of 1027% on last years figures.

5. APPLICANTS FOR TRAINING

Applicants For Training		Total No:
Gender	Number	Proportion (%)
Male	1021	37.4
Female	1532	56.12
Not Disclosed	177	6.48
Ethnic Origin	Number	Proportion
White Scottish	2559	93.74
White English	82	3
White Welsh		
White Irish	19	0.7
Other White British	6	0.22
Any Other White Background	39	1.49
Any Mixed Background	2	0.07
Indian		
Pakistani	4	0.15
Bangladeshi		
Chinese	5	0.18
Any Other Asian Background		
Caribbean		
African		
Any Other Black Background		
Any Other Background	2	0.07
Not Disclosed	12	0.44
Disability	Number	Proportion
Disabled	82	3.00
Not Disabled	2511	91.2
Not Disclosed	137	5.02

Where recorded 3.2% of applicants who received training declared themselves to have a disability.

Where recorded 2.1% 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: 28 recorded (4 Collective), 6 Male, 18 Female, 11 White Scottish, 12 White, 1 White English, 2 Disabled, 22 Not Disabled
- Disciplinary: 56 recorded, 32 Male, 24 Female, 45 White Scottish, 11 White, All Not Disabled

8. CESSATION OF EMPLOYMENT

Breakdown of Leavers by Ethnicity

DEPARTMENT	Chinese	Caribbean	Mixed	Other Asian	Other African/ Caribbean	Other Ethnic Group	Pakistani/ Pakistani Scottish/ Pakistani British	Prefer Not to Say	White	White British	White English	White Irish	White Northern Irish	White Other	White Polish	White Scottish	White Welsh	TOTALS
Chief Executive's Office											1			1		2		4
Finance and Corporate Support								5		3						23		31
Educational and Social Services								48	1	5	6	2		7		307		376
Neighbourhood Services								20	8	6				1		89		124
TOTALS								73	9	14	7	2		9		421		535

* 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	1	4
Finance and Corporate Support	12	19	31
Educational & Social Services	74	302	376
Neighbourhood Services	92	32	124
TOTAL	181	354	535

Where recorded 66.2% of leavers were female and 33.8% were male.

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

Breakdown of Leavers by Disability

DEPARTMENT	NOT DISABLED	DISABLED	NOT KNOWN	TOTAL
Chief Executive's Office	4	0	0	4
Finance and Corporate Support	26	0	5	31
Educational & Social Services	341	1	34	376
Neighbourhood Services	103	3	18	124
TOTAL	474	4	57	535

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

Where recorded 0.8% of leavers declared themselves to have a disability and 99.8% declared that they were not disabled