

MORAY COUNCIL RACE EQUALITY WORKFORCE MONITORING REPORT 2007/08

Introduction

This is the Moray Council's Racial Equality Workforce Monitoring Report for 2007/08. Production of the report demonstrates that the Moray Council is applying the principles of racial equality to its own workforce and to prospective employees.

Background

The Moray Council is required, as an employer, to collect ethnic minority monitoring data and publish it on an annual basis. The purpose of this is to establish whether there is any difference between racial groups, to investigate the reasons behind the differences and to deal with any unfairness, disadvantage or discrimination.

The areas covered, by reference to the racial groups to which they belong, are:

- Staff in post i.e. the current workforce
- Applicants for employment, training and promotion
- Staff who receive training
- Staff who benefit or suffer detriment as a result of the Council's staff performance assessment procedures i.e. the Council's Employee Review & Development Programme (ERDP)
- Staff who are involved in grievance procedures
- Staff who are the subject of disciplinary procedures
- Staff who cease employment with the Council i.e. exit monitoring

It should be noted that all employees and prospective employees have a legal right not to disclose their ethnicity, if they so choose.

i. The ethnic make up of the Moray Council workforce

Since our last report there has been a vast increase in especially Polish migrants to the area. The data at the moment does not include a European breakdown thus lessening the detail which can be provided. The Moray Council has amended the electronic recording system for employee data to incorporate recommended ethnic group breakdowns by the Equality and Human Rights Commission. An exercise is in progress to gather this information retrospectively from the current workforce. This should be completed by September 2008.

In March 2008 the workforce profile information indicated that 0.20% of the workforce were from an ethnic minority group. This stands at the same percentage as March 2007. The Moray Council figure may increase once a more detailed breakdown of classifications are in place, particularly for the category currently named 'white European'. The table below will be updated in September 2008, once the data is gathered from the current workforce.

<u>Category of employee</u>	<u>Number</u>	<u>Percentage</u>
All employees	5310	100%
Male employees	1382	26%
Female employees	3928	74%
Ethnic minority employees	9	0.2%

ii. Information on the ethnic origins of applicants for employment

An equal opportunities monitoring form is attached to all application forms. However these forms are completed in a voluntary basis only. The information received on equal opportunities forms via job applicants is held on an electronic database from which we can run reports anonymously.

- Applicants for Employment
(covers all applicants from April 2007 to end Mar 2008)

<u>Applicants</u>	<u>Number</u>	<u>Percentage</u>
Total number	5934	100%
Ethnic origin:		
A White:	4205	70.86%
Scottish		
English	1197	20.17%
Welsh	49	0.83%
Irish	48	0.81%
Any other white background	296	4.99%
B Mixed:	14	0.24%
Any mixed background		
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian	10	0.17%
Pakistani	10	0.17%
Bangladeshi	0	0.00%
Chinese	0	0.00%
Any other Asian background	42	0.71%
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean	6	0.10%
African	46	0.78%
Any other Black background	1	0.02%
E Other ethnic background:		
Any other background	10	0.17%

<u>Applicants Shortlisted</u>	<u>Number</u>	<u>Percentage</u>
Total number	402	100%
Ethnic origin:		
A White:	277	68.91%
Scottish		
English	92	22.89%
Welsh	6	1.49%
Irish	5	1.24%
Any other white background	12	2.99%
B Mixed:	0	0%
Any mixed background		
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian	2	0.50%
Pakistani	0	0%
Bangladeshi	0	0%
Chinese	0	0%
Any other Asian background	4	1%
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean	1	0.25%
African	3	0.75%
Any other Black background	0	0%
E Other ethnic background:		
Any other background	0	0%

This data shows that there was a higher percentage of people from ethnic minorities short-listed for interview than had applied. From all ethnic minority groups 2.36% had applied for employment and 2.5% were selected for interview. Again we must note that the percentage for 'any other white background' has been excluded from this calculation. This group would include Eastern Europeans which could raise the percentage.

<u>Applicants Successful</u>	<u>Number</u>	<u>Percentage</u>
Total number	89	100%
Ethnic origin:		
A White:	63	70.79%
Scottish		
English	20	22.47%
Welsh	0	0%
Irish	0	0%
Any other white background	4	4.49%

B Mixed: Any mixed background	0	0%
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian	0	0%
Pakistani	0	0%
Bangladeshi	0	0%
Chinese	0	0%
Any other Asian background	1	1.12%
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean	1	1.12%
African	0	0%
Any other Black background	0	0%
E Other ethnic background:		
Any other background	0	0%

Of the 2.36% of people from ethnic minorities who applied for posts, 2.24% were successful.

iii. Promotion within the Moray Council

During the financial year 2007/08, 253 job applicants were received from current employees, as detailed below. Of these applications 89 promotions were identified via remuneration increase within our payroll system. To date we have limited information broken down by ethnic category on those promoted. We have to rely on staff voluntarily submitting this information and will encourage staff to supply this information.

<u>Applicants for Promotion</u>	<u>Number</u>	<u>Percentage</u>
Total number	253	100%
Ethnic origin:		
A White:		
Scottish	188	74.31%
English	43	17%
Welsh	3	1.19%
Irish	1	0.40%
Any other white background	11	4.35%
B Mixed:		
Any mixed background	0	0%
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian	0	0%
Pakistani	0	0%

Bangladeshi	0	0%
Chinese	0	0%
Any other Asian background	2	0.80%
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean	0	0%
African	0	0%
Any other Black background	1	0.40%
E Other ethnic background:		
Any other background	4	1.58%

iv. Training records

The Equality and Human Rights Commission (EHRC) require the Moray Council to keep detailed training records on the ethnicity of Moray Council staff applying for training and staff who undertake training. A questionnaire has been put in place to ensure that staff receiving training, are asked, on a voluntary basis, to disclose their ethnicity. All staff who apply for training which Employee Development deliver receive the training they request.

<u>Applicants for Training</u>	<u>Number</u>	<u>Percentage</u>
Total number	542	100%
Ethnic origin:		
A White:	361	66.6%
Scottish		
English	86	15.87%
Welsh	2	0.37%
Irish	4	0.74%
British	81	14.94%
Any other white background	5	0.92%
B Mixed:	1	0.18%
Any mixed background		
C Asian, Asian Scottish, Asian English, Asian Welsh or other British Asian:		
Indian	0	0%
Pakistani	0	0%
Bangladeshi	0	0%
Chinese	0	0%
Any other Asian background	0	0%
D Black, black Scottish, Black English, Black Welsh or other Black British:		
Caribbean	2	0.37%

African	0	0%
Any other Black background	0	0%
E Other ethnic background:		
Any other background	0	0%

v. Staff who benefit or suffer detriment as a result of the Council's staff performance assessment procedures

This will be measured by monitoring our Employee Review and Development Programme (ERDP). Employee Development continue to look at ways of meeting this requirement, with regard to ethnic category, as previous attempts have been unsuccessful. It is planned to carry out a survey of ERDP's 2008/09, after which, valid statistics should be available for reporting.

vi. Are involved in grievances

Of all employees involved in the Grievance Procedure for the period of this report 0% were from an ethnic minority group. Those employees involved in the Grievance Procedure who were not from an ethnic minority group amounted to 100% and this represents 0.19% of the total workforce. These figures would indicate that staff members involved in the Grievance Procedure are not from ethnic minority groups.

• **Grievance Procedures**

<u>Employees</u>	<u>Number</u>	<u>Percentage</u>
Total number	10	100%
Ethnic minority employees	0	0%

Analysis of the total number of employees who have raised a grievance through the Moray Council's Equal Pay Grievance Procedures shows that 0% of employees were from an ethnic minority.

• **Equal Pay Grievance Procedures**

<u>Employees</u>	<u>Number</u>	<u>Percentage</u>
Total number	76	100%
Ethnic minority employees	0	0%

vii. Have disciplinary action taken against them

The figures for employees involved in the Disciplinary Procedures would indicate that employees from ethnic minority groups are not being treated adversely compared to other employees.

- **Disciplinary Procedures**

<u>Employees</u>	<u>Number</u>	<u>Percentage</u>
Total number	24	100%
Ethnic minority employees	0	0%

viii. End employment with the Council

Exit Monitoring information has been collated which shows that from a total number of leavers 0.28% were from an ethnic minority background.

- **Exit Monitoring Information**

<u>Leavers</u>	<u>Number</u>	<u>Percentage</u>
Total number of leavers	1053	100%
Ethnic minority employees	3	0.28%