

Dudley Metropolitan Borough Council

Annual Review of Equality and Diversity

August 2005

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1. Introduction

- 1.1 The Annual Review of Equality and Diversity is prepared for the Select Committee on Economic Regeneration, as the lead select committee on equality and diversity, and the Cabinet, each year. The purpose of the review is to give an overview of progress in implementing the Council's Equality and Diversity Policy, confirm Council-wide priorities and targets and summarise important developments in equality and diversity such as new legislation and its implementation.
- 1.2 Actions and achievements relating to specific service areas are covered in individual directorate annual equality and diversity action plans and reports. Directorate action plans are submitted to select committees during February/March and annual reports during June/July.

2. Equality and Diversity Policy

- 2.1 The Council's Equality and Diversity Policy sets out the overall policy framework for equality and diversity. The policy is reviewed on a regular basis and is underpinned by the Council's Race Equality Scheme, which is a statutory document and sets out the Council's approach to promoting race equality.
- 2.2 The Cabinet is responsible for the development and implementation of the policy, while the Select Committee on Economic Regeneration takes the lead role amongst the six select committees for scrutiny of equality issues, including the examination of the annual review report.
- 2.3 The policy requires all Directorates to prepare annual equality and diversity action plans and reports, to be scrutinised by the appropriate select committee. Further revised guidance for the preparation of these plans and reports was issued in November 2004 to ensure a consistent approach. All directorates submitted their action plans for 2005/06 to the appropriate select committee by 31st March 2005. The majority of directorate reports were submitted to select committees during the June/July 2005 committee cycle, although one has been delayed to September.
- 2.4 Within the policy is provision for a Community Representatives Panel, which meets with the Cabinet Member with responsibility for equality issues on a quarterly basis and which directorates involve in the preparation of their

annual equality and diversity action plans. The Panel consists of representatives nominated through Dudley Racial Equality Council (DREC), Dudley Women's Forum and Action for Disabled People and Carers.

3. Equality and Diversity Priorities

3.1 The Council identifies corporate equality and diversity priorities on an annual basis. These are incorporated in the Council Action Plan and ensure that resources are focused on making progress on identified priority areas. All directorates contribute to achieving the targets associated with the priorities through their directorate equality and diversity action plans. These have been identified through consultation with the Cabinet Member with responsibility for equality, the Community Representatives Panel, the Equality and Diversity Officers Advisory Group and the Select Committee for Economic Regeneration.

3.2 The priority areas and targets for 2005/06 are:

(1) Race Equality Scheme

Targets:

- Complete the service reviews set out in year 3 of the Scheme by 31st May 2005
- Complete a review of the Scheme and publish a revised Scheme by 31st May 2005
- Implement the action plan included in the Scheme

(2) The Equality Standard for Local Government

Targets:

- Achieve level 2 of the Standard
- Develop an action plan for achieving level 3 of the Standard

(3) Disability Issues

Target:

- Implement the actions contained within the Council's Disability Access Strategy

(4) Employment issues

Targets:

- Work towards targets established for employees from black and minority ethnic communities and disabled employees in all directorates

- Complete a further audit of employees to enable them to declare whether or not they regard themselves as meeting the statutory definition of disability
- Achieve a figure of at least 96.5% of employees who have declared their ethnic origin

(5) Best Value Performance Indicator 2b)

Target:

- Achievement of an improved score against the Best Value corporate health performance indicator on equality BVPI 2b)

Measuring Progress

3.3 Achievements against the priority targets for 2004/05 (relating to the Race Equality Scheme, the Equality Standard, the Disability Discrimination Act and Bill, workforce targets, and Best Value performance indicator 2b) on race equality) are set out under the relevant headings within the body of the report along with early progress on the 2005/06 targets. Alongside these targets, and those set out in directorate equality and diversity action plans, the Council uses best value performance indicators related to equality and diversity to help to assess its progress. Whilst long-term trends and comparisons with other authorities are not always available as the indicators or their definitions are often changed by the Audit Commission, some useful measures of progress may be derived from them. The most recent figures available for other authorities are for the 2003/04 year and comparisons are made on this basis under the relevant sections.

3.4 The Audit Commission's December 2002 Corporate Assessment of the Council made some comment on the Council's approach to equality and indicated that there was a "lack of consistency for departmental equality plans" and that the Council "should review equality strategies to ensure that they deliver outcomes for ethnic minorities and other disadvantaged groups". The review outlines a wide range of actions which have been taken since the assessment. In particular:

- the annual review has been extended and includes much more performance information and analysis
- the framework for directorates' annual equality and diversity action plans has been substantially revised to promote consistency and annual reports are presented separately to select committees to improve scrutiny of performance and outcomes

- progress has been made against the Equality Standard for Local Government
- reviews of relevant services have been undertaken in response to the duties of the Race Relations (Amendment) Act 2000
- the Race Equality Scheme has been revised and includes the identification of desired race equality outcomes and a programme of impact assessments
- a commitment to produce a combined Equality Scheme during 2006 has been made
- the equality training provided for employees has been extended.

4. Partnership Working

4.1 The Council looks to promote equality and diversity through a number of partnership activities. The major strategic partnership in the Borough, the Dudley Community Partnership (DCP), oversees the development and implementation of both the community strategy and the Neighbourhood Renewal Strategy, and also work being undertaken to address community cohesion.

4.2 The current community strategy, the Dudley Borough Community Plan, identifies working towards a fairer society as its overarching theme. A new community strategy, the Dudley Borough Challenge, is being drawn up and will be published in autumn 2005. The initial phase of the development of the strategy saw widespread engagement with a range of communities and organisations, including black and minority ethnic (BME), disabled people's and women's groups in order to develop the community's long-term vision for the Borough for the year 2020. Further consultation was undertaken between May and July 2005 around an overall vision of stronger communities supported by a number of themes and challenges, again involving a range of organisations and communities.

4.3 The Council works particularly closely with some umbrella voluntary and community organisations in the Borough such as Dudley Council for Voluntary Service (DCVS), Dosti - the Community Empowerment Network - and DREC. The relationship is underpinned by the Local Compact between the DCP and the sector. Discussions are currently under way about the future of DREC which the Council has supported with funding for many years (c.£42,000 in 2005/06). DREC has been a key partner of the Council and has been involved in a wide range of partnerships over this time. It has been unsuccessful in securing its previous levels of funding from the Commission for Racial Equality for 2005/06 so is having to consider its position. Consultants have

been engaged and have been undertaking consultation with a range of stakeholders including the Council in order to develop a suggested blueprint for the organisation's future by the autumn.

5. Equality Standard for Local Government

- 5.1 The Equality Standard for Local Government is the national framework for equality and diversity developed by the Employers' Organisation with the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission. It is intended to be used by local authorities to assess how well it is progressing with equality and diversity and to plan improvements against in order to achieve 5 successive levels.
- 5.2 The 2004/05 Council equality and diversity priorities included the target to:
- progress work on the Standard and establish new targets following the recent publication of guidance from the Employers' Organisation.

The 'Level of the Equality Standard' achieved by an authority is also a Best Value performance indicator.

- 5.3 The Council reached level 1 of the standard in 2003/04. Comparison and sharing of good practice with other authorities in the West Midlands has taken place in order to assist the Council in now, during 2004/05, achieving level 2 of the Standard. Work is under way on scoping the requirements of level 3 to ensure that the Council can move forward against the framework. However, further guidance is awaited from the Employers' Organisation on the detailed requirements of level 3.
- 5.4 Comparisons with other English authorities in 2003/04 show that the majority were at or below level 1 of the Standard, although a number had achieved level 2 or higher.

6. Race Equality

- 6.1 The Council's first Race Equality Scheme was published in May 2002 in response to the specific duties of the Race Relations (Amendment) Act 2000. It set out the Council's approach to promoting race equality and included a 3-year programme of reviews of relevant service areas to improve how they are meeting the requirements of the Act. These reviews were incorporated into an overall action plan for implementing the Scheme. Details of achievements

against the action plan extracted from the revised May 2005 Scheme are presented at Appendix 1.

- 6.2 Targets for 2004/05 relating to the Race Equality Scheme in last year's review were:
- complete the year 2 reviews set out in the Scheme by 31 May 2004
 - commence and progress the year 3 reviews – for completion by 31 May 2005
 - commence a review of the Scheme – the revised scheme is to be published by 31 May 2005 – and coordinate with work on the Equality Standard to ensure a comprehensive approach to equality issues
- 6.3 The great majority of the reviews have been undertaken. More information about the outcomes of individual reviews of service areas or policies listed in the Scheme is reported in Directorates' equality and diversity action plans and annual reports. Review reports are published on the Council's equality and diversity intranet site.
- 6.4 The Council's Race Equality Scheme was reviewed during 2004/05 and a revised Scheme published in May 2005. The Cabinet has agreed that the revised Scheme cover an interim period before a combined Equality Scheme is prepared for the Council. This approach was agreed in the light of the new requirement for public authorities to produce a Disability Equality Scheme, for December 2006, pending legislation in other equality areas, and in order to promote consistency between the Council's Equality and Diversity Policy, the approach to the Equality Standard and the Equality Scheme.
- 6.5 The review of the Scheme involved an assessment through the Equality and Diversity Officers Advisory Group of the Council's progress with race equality against the Audit Commission's self-assessment framework 'A Journey to Race Equality'. Action areas were identified and included in the Scheme. Progress will be reported in future annual reviews. The Council took part through the regional office of the Commission for Racial Equality (CRE) and the West Midlands regional race equality officers network in a West Midlands region-wide peer review of Race Equality Scheme implementation by local councils. Unfortunately, due to cutbacks at the CRE regional office, the exercise was not completed, but some useful information was derived from the exercise for the review of the Scheme in comparing the Council's approach and progress with other authorities in the region.

- 6.6 The revised Scheme also includes the identification of the outcomes that the Council should be aiming to achieve in order to measure whether it is successfully promoting race equality. Again progress with these will be reported in future annual reviews. The development of the combined Equality Scheme will involve identification of the wider equality outcomes which the Council should be aiming towards and will include widespread consultation with the borough's communities.
- 6.7 The 2004/05 equality and diversity targets included one in relation to Best Value Performance Indicator 2b (a "basket" of indicators on the Council's Race Equality Scheme implementation and achievement of race equality outcomes). This was the
- achievement of a 50% score against the Best Value corporate health performance indicator on equality BVPI 2b.

Table 1. BV2b 'Duty to promote race equality'

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	68%	n/a	n/a	n/a	n/a
2003/04	58%	47%	63%	52%	63%

n/a – not available; Met. - metropolitan

The indicator was introduced in 2003/04 and Table 1 compares the Council's performance against other authorities for this year. The Council's target of 50% was more than achieved and the score compares quite favourably with other authorities for 2003/04. A target of 74% has been set for 2005/06.

- 6.8 Other BVPIs relevant to race equality are BV174 and 175 in relation to racial incidents. In Dudley Borough, reported incidents are dealt with through the organisations which sit on the multi-agency Dudley Racist Incidents Group which is chaired by the Council's Anti-Social Behaviour Officer (Racist Incidents). In relation to BVPI 174 (see Table 2), the Audit Commission no longer provides comparator figures for this indicator. Local populations vary greatly in nature and good performance is hard to judge. This may be because an authority might report a low number of racial incidents as few occur, due to poor or inconsistent methods of recording or due to underreporting of incidents through a lack of confidence amongst communities that they will be taken seriously. In the Borough there has been

a growth in the number of incidents reported and this is in line with the aims of the Community Safety Strategy to increase numbers through increasing confidence in reporting.

Table 2. BV174 Number of racial incidents involving the authority per 100,000 population

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	147.2	n/a	n/a	n/a	n/a
2003/04	113.1	n/a	n/a	n/a	n/a
2002/03	115.4	28	29	99	136

- 6.9 In relation to BV175, 100% of the reported incidents in 2004/05 resulted in further action being taken as shown in table 3.

Table 3. BV175 % of racial incidents that resulted in further action

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	100	n/a	n/a	n/a	n/a
2003/04	100	75.40	100	93.95	100
2002/03	94	86	100	89	100

- 6.10 In addition to the publication of the Scheme, the Race Relations Act 1976 (Statutory Duties) Order 2001 requires the publication of a wide range of employment monitoring information by racial group. The full range of this information was first published for the Council for 2003/04. The data for 2004/05 is attached at Appendix 4 to this report and analysis of the information is included in section 10.
- 6.11 The council-wide black and minority ethnic employees group is now well established. It has raised a number of issues and, in particular, has had an input into the 2005 employees survey in order to include questions around discrimination and harassment. A poster campaign is under way to raise employees' awareness of the group.

7. Disability Equality

7.1 The 2004/05 targets in relation to disability equality were:

Disability Discrimination Act and Bill

- evaluate the likely implications of the Bill; commence preparations for the introduction of the Act
- progress the strategy for meeting the October 2004 duties on physical access under the Disability Discrimination Act 1995

7.2 The Disability Discrimination Act (DDA) 2005 received Royal Assent in April 2005 and introduces a duty on public authorities to promote disability equality which will come into force in December 2006. Specific duties will require the publication of a Disability Equality Scheme, which will set out the Council's approach to promoting disability equality. As noted in paragraph 6.4, the Cabinet has agreed to the preparation of a combined Equality Scheme in line with the timetable to produce the Disability Equality Scheme. Disabled people's groups will be involved in the preparation of the Scheme.

7.3 The DDA 2005 extends the requirements of the DDA 1995. The October 2004 duties of the 1995 Act require the Council, as a service provider, to take measures to ensure that the physical features of buildings or their approaches are not making its services impossible or unreasonably difficult for disabled people to use.

7.4 In October 2004 the Cabinet agreed a Disability Access Strategy and improvement plan to build on the work already undertaken to improve access to the Council's buildings and services. £300,000 was allocated in 2004/05 in the capital programme and the repairs and maintenance budget specifically to undertake access improvements with further resources available through the repairs and maintenance allocation during 2005/06. This money is on top of that spent during new build or major refurbishments which are required to cater for disabled access, and in addition to the £591,000 available to schools during 2005/06 through the Schools Access Initiative and a Community Education allocation for 2005/06 of around £113,000.

7.5 Progress with the strategy has recently been reviewed through the Corporate Property Group, the Equality and Diversity Advisory Group and the Community Representatives Panel. The programme of further access improvements funded from the allocation is well under way. In addition full access audits have been completed for 77 key buildings and access

assessments at around 112 schools to identify where further improvements may be required.

- 7.6 The impact of the Customer Access to Services programme is aimed at improving access to Council services for all communities and has the potential to have a particularly important impact for disabled people. The first customer access centre, Dudley Council Plus, opened in Dudley town centre in May 2005 and was designed with substantial input from 'Access in Dudley', a local group of disabled people who are working with the Council on a range of access improvements. Access in Dudley is part of a network of disabled people's and carers groups – of which the umbrella group is Action for Disabled People and Carers – which the Council, with the two primary care trusts, supports. The groups are run through Dudley Council for Voluntary Service.
- 7.7 BVPI 156 (see Table 4), however, suggests that the Council still has some way to go with its improvement programme. Comparisons of the indicator are best made with other metropolitan authorities that provide the same range of services as Dudley MBC. According to the indicator, the Council compares relatively poorly against the top metropolitan authority performers. The Council, though does have a large stock of older buildings, through which services are provided, that are difficult to bring up to standard. The Council has also tended to make real improvements to buildings that disabled people have identified as priorities, rather than to boost the Council's score against the indicator. The indicator also takes no account of buildings that are close to meeting the full requirements, of which a considerable number have been identified. The Council is now improving its rating against the indicator and will increase its score to nearly 50% as buildings close to meeting the full requirements are improved and as services continue to be transferred to Dudley Council Plus.

Table 4. BV156 % of local authority buildings open to the public in which all public areas are suitable and accessible to disabled people

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	16.79	n/a	n/a	n/a	n/a
2003/04	10.6	44.0	64.83	29.58	43.00
2002/03	10.2	37	57	24	37

- 7.8 The Council continues to have recognition from Jobcentre Plus to use the Positive about Disabled People symbol on its recruitment literature. The Council is assessed annually to ensure that it continues to meet the five necessary commitments around the recruitment, retention and career development of disabled people and was successfully reassessed in March 2005. Posters have been produced and distributed around the Council to remind managers of the commitments and to ensure disabled employees are aware of them. Part of the commitments under the symbol is met by the Council's retraining and redeployment procedure where efforts are made to retrain and redeploy into another job an employee who becomes disabled, or whose impairments worsen, while they are working for the Council. The procedure was revised and relaunched in 2004.
- 7.9 A Council-wide Employees with Disabilities Group continues to meet on a regular basis, around four times a year, to support and provide information to disabled employees.
- 7.10 Employment monitoring data in relation to disability is considered in detail in section 10 of the report.

8. Gender Equality

- 8.1 Almost three-quarters of the Council's employees are female. Around half the Council's employees work less than the full-time hours of 37, with the vast majority of these being women. The Council continues to offer a range of flexible working options which are of benefit to all employees, although particularly those with caring responsibilities, of whom the majority tend to be women. A broad range of guidance and advice is available to employees so that they are aware of their rights, for example in terms of maternity leave, and the options for flexible working that may be available.
- 8.2 Springboard, the development programme for women in non-managerial positions, has now been running for eleven years within the Council and continues to prove popular in helping many women to pursue further training, to develop their careers or to manage their work-life balance.
- 8.3 More information relating to the employment of women by the Council is given in section 10.
- 8.4 The first major reform of sex discrimination legislation since the Sex Discrimination Act 1975 is proposed in the Equality Bill. This includes a duty to promote gender equality which is similar to the duties relating to race

equality and to disability equality in existing legislation. This is likely to come into force some time in 2007, but will be anticipated by the incorporation of sex discrimination, along with the other strands of equality covered below, into the Council's combined Equality Scheme during 2006.

- 8.5 Other than in relation to employment, the BVPI most directly related to gender issues is BV176 - the number of domestic refuge places per 10,000 population. The Audit Commission proposes to replace this indicator for 2005/06 with a much broader one so comparator information is of little value in looking at future performance. However, the Borough's figure of 0.09 domestic refuge places per 10,000 population is below the average and this is recognised in the Community Safety Audit and Strategy as a particular issue. The Borough does have an active, multi-agency Domestic Violence Forum that was established in 1999 and a Domestic Violence Co-ordinator who was appointed by the Council in January 2003. A wide range of work has been carried out to raise awareness of domestic violence, to encourage reporting of incidents and to take action in response.

9. Other Equality Areas

Age

- 9.1 The Government is currently consulting on the draft Employment Equality (Age) Regulations 2006 which are due to come into force on 1st October 2006. These will apply to all employees, and to people who apply to work, and will cover access to vocational training. In most employment-related situations it will become unlawful to treat people differently on the grounds of age. Whilst discrimination on the basis of age, as with religion and belief, and sexual orientation (see below) is already included in the Council's Equality and Diversity Policy, the consultation document is being analysed to ensure that the Council will comply fully with the 2006 Regulations.
- 9.2 Employment monitoring data in relation to age can be derived from the Council's monitoring systems. The Select Committee on Economic Regeneration has commissioned a separate report on age and employment with the Council so related issues will be covered in much more detail in that report to the committee.
- 9.3 The Council's employee survey carried out in 2005 includes questions on discrimination in the work place on the basis of the six strands of equality and may provide useful information about whether employees feel that they may be discriminated against due to their age.

Religion and Belief

- 9.4 The Employment Equality (Religion or Belief) Regulations 2003 came into force in December 2003 and make it unlawful to discriminate against workers on the basis of religion or belief. Religious belief is included in the Council's Equality and Diversity Policy. There is no requirement for the Council to carry out employment monitoring by religion or belief and along with most, but not all, public authorities, does not do this. As indicated above, questions relating to discrimination in the workplace on the basis of religion and belief have been included in the employees survey.
- 9.5 Measures have also been included in the Equality Bill which will outlaw discrimination in goods, facilities and services on grounds of religion or belief.

Sexual Orientation

- 9.6 The Employment Equality (Sexual Orientation) Regulations 2003 came into force in December 2003 and make it unlawful to discriminate against workers on the basis of sexual orientation. Sexual orientation is included in the Council's Equality and Diversity Policy. Again, there is no requirement for the Council to carry out employment monitoring by sexual orientation and does not do this along with the majority of public authorities. Questions relating to discrimination in the workplace on the basis of sexual orientation have been included in the 2005 employees survey.

10. Employment Issues

Training and Development

- 10.1 A wide range of equality-related training is provided for employees. This covers a programme of courses provided across the Council through Central Training and Development as well as bespoke training designed to meet particular directorate and service needs or, for example, to explain recent legislation or a new policy or procedure. New courses for 2005/06 include 'understanding cultural difference' and 'inclusive service design and delivery'.
- 10.2 Recent and appropriate training is a requirement for all those who are involved in recruitment and selection. The Council's performance review and development (PRD) policy requires all employees to have at least an annual PRD meeting with their line manager to review performance and identify training and development needs.

Employment Monitoring

- 10.3 The Council has produced a range of employment monitoring data for a number of years in order to assess whether or not it may be providing fair employment opportunities for all. Continuing legislation is setting out increasing requirements for the type and range of data that the Council is required to collect and publish as previously outlined within the report. A new personnel and payroll system has been introduced during 2005 which has replaced the old personnel and payroll system and will in due course replace the separate recruitment monitoring system, as well as introducing the capacity to record training and other personnel information. The new system will help the Council to meet the ever-increasing need for collecting, presenting and analysing employment information. The work involved in transferring to the new system has, however, meant that the workforce profile has been produced for 1 July rather than 1 April as in 2004/05.
- 10.4 As previously noted, the Race Relations Act 1976 (Statutory Duties) Order 2001 requires the Council to monitor a wide range of employment related information by racial group. The detailed results, excluding schools for which different monitoring requirements apply (details are to be published in the Directorate of Education and Lifelong Learning's annual equality and diversity annual report), are presented at Appendix 4. Analysis of this information is incorporated in the sections below.

Workforce Profile

- 10.5 Appendix 2(a) provides a general summary of the Council's workforce broken down by directorates, gender, disability, white/BME groups and part-time employees, as at July 2005. It includes a breakdown of the Directorate of Education and Lifelong Learning between LEA employees and school employees.
- 10.6 Appendix 2(b) presents key data from Appendix 2(a) broken down by pay grade. Data relating to schools is not included in this table due to different salary bandings for teachers making such comparisons difficult.

Gender

- 10.7 Looking at the gender breakdown, the majority of the workforce in all directorates, except Housing and Urban Environment, which have large numbers of fortnightly paid employees, is female. The percentage of female employees is particularly high in Education and Lifelong Learning and Social Services at 85% or over. Appendix 1(b) shows that the proportion of female

employees at higher grades in all directorates is smaller than that in the lower grades. While comparisons with previous years are not straightforward due to directorate remodelling, the overall picture has not changed substantially. However, at the highest salary levels, there has been an increase of over 5% in the proportion of the top 5% of earners who are women (see Table 5). Compared with the national figures for the previous year, this puts the Council in the top quartile for English authorities and above the average for metropolitan authorities.

Table 5. BV11a % of the top-paid 5% of staff who are women (not including schools)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	39.69	n/a	n/a	n/a	n/a
2003/04	34.4	28.13	39.05	38.89	41.73
2002/03	35.5	26.0	37.0	37.0	40.0

Ethnic origin

10.8 The figures provided for BV17a show a gradual upward trend in the proportion of employees from BME groups working for the Council (see Table 7). Dudley Borough has a relatively low proportion of its population from BME communities at 6.3% compared with many other metropolitan authority areas but at 4.67% is only just below the metropolitan authority average for 2003/04 of 5.0%. The Audit Commission no longer publishes the English Authorities average and quartile figures due to the vast differences in authority BME populations rendering comparisons relatively meaningless. The proportion of BME employees in the workforce in Dudley, however, remains below the BME

Table 6. BV11b % of the top-paid 5% of staff who are from an ethnic minority (not including schools)

	Dudley MBC	English Authorities Average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	2.32	n/a	n/a	n/a	n/a
2003/04	3.74	2.75	3.70	3.35	4.25
2002/03	3.91	2.6	3.2	3.3	3.9

Table 7. BV17a % of employees from ethnic minority communities (including schools)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	4.67	n/a	n/a	n/a	n/a
2003/04	4.25	4.3	n/a	5.0	6.4
2002/03	4.07	4.0	3.8	5.0	6.0

proportion of the population in the Borough even if the gap has been gradually closing.

- 10.9 Whilst there has been an overall increase in the BME proportion of the workforce, there has been a decline in the proportion of the top 5% of earners from BME groups over the last two years (see Table 6).
- 10.10 Looking at the more detailed figures set out at Appendices 2(a) and (b), the proportion of BME employees in each directorate (note: those employees who have not disclosed their ethnic origin have been excluded from the analysis), ranges from 10.1% for Law and Property to 1.9% for Urban Environment. If the school workforce is excluded from the analysis, the BME proportion is 5.6%, with 5.1% of the workforce at senior officer level or below from BME groups and 7.6% of the workforce at principal officer level and above from BME groups. In terms of individual directorates, there is again a wide range in the proportions of the workforce in the higher grades from BME groups from 15.5% in Social Services to 1.7% in Chief Executive's. However, with the small numbers involved in all but the largest directorates, one or two appointments can drastically alter the percentages. For example, in the Chief Executive's Directorate recent appointments have substantially increased the figure.
- 10.11 While BME employees are therefore relatively well represented in the principal officer and above grades, the figures indicate that there is a considerable drop-off in representation at the very highest salary levels in the organisation.
- 10.12 The 2004/05 targets in relation to the workforce were to:
- establish targets for the proportions of the workforce from black and minority ethnic (BME) groups in directorates and work towards increasing representation in areas where BME groups are underrepresented.

The Equality and Diversity Policy includes a commitment to reflect the Borough's population in the workforce of the Council. At 6.3%, the BME population of the Borough as noted in paragraph 10.8, is higher than the overall proportion of the workforce from BME communities, although this is the case only with some directorates. Efforts are therefore to be focused on these areas where the Borough's communities are underrepresented, for example through assessing where particular recruitment practices such as advertising might have an impact.

Disability

- 10.13 A new indicator was introduced for 2004/05 - BV11c % of top paid 5% of staff who have a disability (not including schools), so no comparator data is yet available with other authorities. The figure for the Council for 2004/05 is 1.55%. This compares with a lower figure for all employees who have declared themselves as disabled (see Table 8).

Table 8. BV16a % of employees with a disability (not including schools)

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2004/05	1.08	n/a	n/a	n/a	n/a
2003/04	0.80	n/a	n/a	2.13	2.57
2002/03	0.97	2.7	3.3	2.0	2.6

While there has been a small increase from 2003/04 to 2004/05 in the proportion of the Council's workforce who have declared themselves as having a disability, the Council does not compare well with the average figures for other authorities. Figures again vary quite considerably between directorates with Education and Lifelong Learning and Social Services both being below the average for the Council.

- 10.14 The Council will be undertaking a further audit of employees during the year to try to ensure that the figure is as accurate as possible as it is likely that there remain employees who meet the definition of disability who do not wish to declare themselves, or are unaware of what the definition includes. The audit will be accompanied by a clearer explanation of what constitutes a disability and why employees are being asked the question.

Recruitment summary

- 10.15 The recruitment and selection summaries for 2004/05 shown at Appendix 3 are derived from the Council's recruitment monitoring system and show the

position with appointments by gender and disability to posts with the Council. Recruitment information relating to BME groups during 2004/05 is shown at Appendix 4 as part of the wider data required to be published in response to the statutory duties for employment monitoring by racial group.

- 10.16 Discounting applicants who did not disclose their ethnic origin, Council-wide Green Book figures for 2004/05 indicate that 15.27% of applicants, 12.86% of shortlisted candidates and 9.54% of appointees were from BME groups. These figures show an increase in percentages of people from BME groups at each stage of the process from the 2003/04 figures (12.59% of applicants, 11.51% of shortlisted candidates, and 6.30% of appointments), although there is still a significant decline from the percentage of BME applicants to the percentage of BME appointees. With fortnightly paid employees, the figures indicate smaller percentages at each stage of the process, with only 3.97% of appointees from BME communities.
- 10.17 With gender, 67.79% of applicants, 70.61% of shortlisted candidates and 72.67% of appointees for Green Book posts during 2004/05, who declared their gender, were women. These figures are similar to recent years. In the case of fortnightly paid employees, the figures show that, whilst the majority of applicants were men (65.57%), the majority of those shortlisted and appointed were women (60.53% and 64.06% respectively).
- 10.18 2.58% of applicants, 2.29% of shortlisted candidates and 1.80% of appointees for Green Book posts during 2004/05 were disabled (again discounting those who chose not to declare whether they are disabled or not). Compared with the figures for 2003/04, these figures show a slightly higher success rate for disabled applicants, but, given the number of appointees who are disabled, this has had only a small effect in increasing the proportion of the Council's workforce who have identified themselves as disabled. With fortnightly paid employees, very few applicants were disabled at 1.21% and no disabled applicants were appointed.

Statutory Monitoring by Racial Group

- 10.19 The Council now has at least two years data in each of the employment areas where monitoring by racial group is now required. As these include the workforce profile and recruitment information, much of the analysis is covered above. In a number of the other areas the numbers involved are too small to draw any statistically significant conclusions until any longer term trends can be established. The first year's monitoring information showed that 15.6% of the employees subject to disciplinary action were from BME backgrounds, but with very small numbers involved. 2004/05 figures show that 4 out of the 29

employees disciplined were from BME backgrounds, again showing the need for longer-term data to be built up.

10.20 As with 2003/04, very few formal grievances were recorded given the size of the workforce.

10.21 Looking at the figures for training, these indicate that BME employees are slightly more likely to request and to receive both short course and vocational or professional training than those from white groups, but the differences are less than in the preceding year.

11. Complaints of Discrimination or Harassment

11.1 Table 9. sets out details of recent applications to Employment Tribunal (ET) or Employment Appeal Tribunal (EAT) alleging discrimination in employment on the grounds of disability, race, religion or belief, sex or sexual orientation by the Council.

Table 9. Dudley MBC - Discrimination cases brought/disposed of April 2004 – March 2005

Directorate	Case Details and Allegations	Application Lodged	Outcome
Education (schools)	Racial and/or religion and belief	April 2004	Settled outside of ET, July 2004
Finance/Housing	Race and disability discrimination	Lodged with EAT in October 2003	Appeal dismissed
Housing	Disability discrimination	December 2003	Settled outside of ET, November 2004
Social Services	Disability discrimination	December 2003	Settled outside of ET, February 2005
Urban Environment	Disability discrimination	April 2004	Application withdrawn, July 2004
Urban Environment	Racial discrimination	June 2004	Hearing in December 2005

11.2 This is the fourth year that this type of information has been formally presented. The figures show that, while the Council would wish to be in a position where no applications to Employment Tribunals were made, a small

number continue to be made each year. The Council has lost no tribunals in recent years but has settled a few cases outside of the tribunal.

Combating harassment and bullying of employees policy and procedure

- 11.3 The Council's policy and procedure for combating harassment and bullying of employees was introduced in April 2004. This recognises that harassment and bullying of employees may take place on a number of grounds such as race, sex or disability. In recognition that some employees may potentially find it difficult to raise instances of bullying or harassment or need support or advice in response, a number of Harassment Support Contacts have been established. These are volunteers from a range of backgrounds across all directorates who have received training in order to provide this support and advice. Harassment or discrimination by employees is recognised as potentially serious misconduct which may result in dismissal. Alongside the questions in the 2005 employees survey around discrimination previously mentioned, the survey contains a question specifically on bullying or harassment.

Customer Feedback Procedure

- 11.4 The customer feedback procedure was relaunched during January 2004 and now includes a request for customers to provide equality monitoring information. A baseline for numbers of complaints received by racial group, gender and disability is being established for 2004/05 but initial indications are that only around 25% of customers using the feedback procedure have supplied their equality monitoring details so conclusions will be difficult to draw for this initial year.
- 11.5 Complaints and compliments can be made on-line and feedback forms are available in community languages, in large print and on audiotape.

12. Conclusions

- 12.1 The review presents a range of information and analysis highlighting where progress has been made against identified priorities and how equality and diversity performance rates against other authorities in areas where performance information is available.
- 12.2 The review signposts a number of challenges for the Council in progressing its equality and diversity work. These include the need to address in its human resources strategy the low proportions of disabled people in its workforce and

the underrepresentation of BME employees in some service areas and at the highest pay levels. Considerable work has been undertaken to improve performance on disabled access to buildings and this needs to be continued alongside the wider Customer Access to Services programme. The commitment to a combined Equality Scheme presents the opportunity to extend the recent work undertaken on race equality to other equality areas and this challenge is reinforced by the pending introduction of further equality legislation over the next two to three years.

Appendix 1

Race Equality Scheme action plan targets to be achieved by 30th May 2005 – extract from the Dudley MBC Race Equality Scheme

Action Plan Target No.	Target	Completion Date	Progress
Year 1			
(1)	Undertake reviews of listed functions/policies in year 1 of the Scheme	30/05/03	Vast majority of reviews undertaken except in Directorate of Education and Lifelong Learning which has initiated a training programme for managers to ensure these are addressed, and progress is now being made.
(2)	Carry out wider consultation on the Race Equality Scheme	31/12/02	Published on website with request for feedback; shared with partners at Dudley Community Partnership meeting and DREC conference; consultation with communities at DREC meeting in November and wide circulation of Scheme to groups.
(3)	Produce guidance on reviewing policies and functions	31/12/02	Guidance produced in August 2002, widely circulated and published on intranet. Revised in November 2003.
(4)	Produce guidance on carrying out impact assessments on proposed policies	31/12/02	Included in guidance in (3) above
(5)	Train staff responsible for reviewing year 1 functions	31/12/02	Two workshops held in October 2002 involving nearly 40 relevant staff.
(6)	Train staff responsible for reviewing year 2 functions	31/05/03	3 further workshops held – over 80 managers trained in total

(7)	Develop and introduce further equality performance indicators	31/03/03	Best value performance indicators on equality revised and new race equality indicators introduced
(8)	Complete consultation strategy with ethnic minority communities	31/12/02	Corporate consultation strategy, toolkit, database and web pages introduced in May 2004 which provides guidance on ethnic minority community consultation.
(9)	Introduce revised corporate complaints procedure	31/03/03	Revised procedure with equality monitoring launched in January 2004
(10)	Produce annual review of equal opportunities for select committee and the Executive	31/03/03	Annual review considered by Select Committee for Economic Vitality and Jobs in February 2003 and by Executive
(11)	Produce annual departmental equal opportunities action plans	31/05/03	All directorates produced equality and diversity action plans although some were not considered by select committees until autumn 2003.
Year 2			
(1)	Undertake reviews of listed functions/policies in year 2 of the Scheme	31/05/04	Many reviews completed by deadline; outstanding reviews being completed by 31/05/05.
(2)	Train staff responsible for reviewing year 3 functions	31/12/03	Additional sessions now introduced in DELL; a number of sessions with small groups of staff carried out during 2004/05
(3)	Produce annual review of equal opportunities for select committee and the Executive	31/03/04	Annual review submitted to July 2004 select committee. (Timetable amended to fit in with wider planning and reporting requirements)
(4)	Produce annual departmental equal opportunities action plans	31/05/04	All directorates produced equality and diversity action plans and submitted them to select committee by 31/03/04

Year 3			
(1)	Undertake reviews of listed functions/policies in year 3 of the Scheme	31/05/05	Majority of year 3 reviews completed by deadline.
(2)	Undertake a review of the Race Equality Scheme, including the list of policies and functions assessed as relevant to the performance of the duty imposed by section 71(1) of the Race Relations Act.	31/05/05	Review undertaken and revised Scheme published by deadline.
(3)	Produce annual review of equal opportunities for select committee and the Executive	31/03/05	Annual review currently being prepared (timetable amended to fit in with wider planning and reporting requirements)
(4)	Produce annual departmental equal opportunities action plans	31/05/05	All directorates produced equality and diversity action plans and submitted them to select committee by 31/03/05

Appendix 2(a). Dudley MBC - Workforce Profile by Directorate (July 2005)

Directorate	Total	Female		Male		Female P/T		Male P/T		White Groups		BME Groups			Disabled	
		No.	%	No.	%	No.	% of female	No.	% of male	No.	%	No.	%	N/a	No.	%
Chief Executive's	229	161	70.3	68	29.7	47	29.2	6	8.8	213	93.0	13	5.7	3	4	1.7
Education & Lifel'g Learn'g	7535	6401	85.0	1134	15.0	4131	64.5	235	20.7	6605	87.7	279	3.7	651	17	0.2
Education - LEA	1864	1580	84.8	284	15.2	1142	72.3	104	36.6	1580	84.8	104	5.6	180	10	0.5
Education - schools	5671	4821	85.0	850	15.0	2989	62.0	131	15.4	5025	88.6	175	3.1	471	7	0.1
Finance, ICT & Procurem't	604	375	62.1	229	37.9	145	38.7	12	5.2	547	90.6	42	7.0	15	8	1.3
Housing	1069	415	38.8	654	61.2	164	39.5	24	3.7	997	93.3	36	3.4	36	14	1.3
Law and Property	210	109	51.9	101	48.1	39	35.8	9	8.9	186	88.6	21	10.0	3	8	3.8
Social Services	2317	2005	86.5	312	13.5	1363	68.0	83	26.6	2072	89.4	179	7.7	66	21	0.9
Urban Environment	1595	614	38.5	981	61.5	394	64.2	171	17.4	1562	97.9	30	1.9	3	20	1.3
Total	13559	10080	74.3	3479	25.7	6283	62.3	540	15.5	12182	89.7	600	4.4	777	92	0.7

Note: P/T – part-time; N/a – not available (employees not disclosed their ethnic origin)

Appendix 2(b). Dudley MBC - Percentage Workforce Profile by Grade (July 2005) (excluding schools)

Directorate	% of employees below SP 34 who are female	% of employees above SP 33 who are female	% of employees below SP 34 who are of BME origin	% of employees above SP 33 who are of BME origin	% of employees below SP 34 who are disabled	% of employees above SP 33 who are disabled
Chief Executive's	73.7	60.3	7.0	1.7	1.8	1.7
Educat'n & L'long Learning - LEA	86.1	61.2	5.1	7.8	0.5	1.0
Finance, ICT & Procurement	68.6	41.4	7.0	6.9	1.3	1.4
Housing	40.3	30.8	3.3	3.6	1.4	0.6
Law and Property	64.8	25.0	12.0	4.4	3.5	4.4
Social Services	89.0	71.6	6.5	15.3	0.8	1.5
Urban Environment	40.2	27.0	1.9	1.9	1.3	1.4
Dudley MBC (excluding schools)	69.6	48.0	4.9	7.6	1.0	1.5

** excluding schools*

Dudley MBC Recruitment Monitoring by Disability

1st April 2004 - 31st March 2005

Directorate: Chief Executive's - Payscale NJC Green Book - SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	4	1.10%	3	2.80%	0	0.00%
NOT DISABLED	353	97.51%	102	95.33%	14	100.00%
UNDISCLOSED	5	1.38%	2	1.87%	0	0.00%
Totals	362		107		14	

Directorate: Chief Executive's - Payscale NJC Green Book - SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	6	0.95%	3	1.40%	0	0.00%
NOT DISABLED	618	97.78%	211	98.14%	64	100.00%
UNDISCLOSED	8	1.27%	1	0.47%	0	0.00%
Totals	632		215		64	

Directorate: Education & Lifelong Learning - Payscale NJC Green Book - SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	4	6.25%	0	0.00%	0	0.00%
NOT DISABLED	57	89.06%	14	87.50%	4	100.00%
UNDISCLOSED	3	4.69%	2	12.50%	0	0.00%
Totals	64		16		4	

Directorate: Education & Lifelong Learning - Payscale NJC Green Book - SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	119	2.48%	17	1.97%	2	1.03%
NOT DISABLED	4285	89.20%	758	88.04%	174	89.23%
UNDISCLOSED	400	8.33%	86	9.99%	19	9.74%
Totals	4804		861		195	

Directorate: Education - Fortnightly Paid Employees

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	5	0.90%	1	0.44%	0	0.00%
NOT DISABLED	522	94.22%	216	94.74%	71	95.95%
UNDISCLOSED	27	4.87%	11	4.82%	3	4.05%
Totals	554		228		74	

Directorate: Education & Lifelong Learning – Pay Scale Soulbury

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	6	3.11%	0	0.00%	0	0.00%
NOT DISABLED	175	90.67%	42	87.50%	11	84.62%
UNDISCLOSED	12	6.22%	6	12.50%	2	15.38%
Totals	193		48		13	

Directorate: Education & Lifelong Learning – Youth Workers

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	9	5.08%	3	3.26%	2	4.00%
NOT DISABLED	158	89.27%	84	91.30%	45	90.00%
UNDISCLOSED	10	5.65%	5	5.43%	3	6.00%
Totals	177		92		50	

Directorate: Education & Lifelong Learning – Headteachers

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	0	0.00%	0	0.00%	0	0.00%
NOT DISABLED	14	73.68%	9	81.82%	3	100.00%
UNDISCLOSED	5	26.32%	2	18.18%	0	0.00%
Totals	19		11		3	

Directorate: Education & Lifelong Learning – Deputy Headteachers

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	0	0.00%	0	0.00%	0	0.00%
NOT DISABLED	37	75.51%	24	82.76%	6	85.71%
UNDISCLOSED	12	24.49%	5	17.24%	1	14.29%
Totals	49		29		7	

Directorate: Education & Lifelong Learning – Teachers

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	4	1.03%	2	1.18%	0	0.00%
NOT DISABLED	329	84.79%	149	88.17%	50	92.59%
UNDISCLOSED	55	14.18%	18	10.65%	4	7.41%
Totals	388		169		54	

Directorate: Finance – NJC Green Book SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	1	1.35%	1	2.78%	0	0.00%
NOT DISABLED	72	97.30%	35	97.22%	12	100.00%
UNDISCLOSED	1	1.35%	0	0.00%	0	0.00%
Totals	74		36		12	

Directorate: Finance – NJC Green Book SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	33	2.23%	7	1.74%	1	1.04%
NOT DISABLED	1416	95.48%	392	97.27%	94	97.92%
UNDISCLOSED	34	2.29%	4	0.99%	1	1.04%
Totals	1483		403		96	

Directorate: Housing – Pay Scale NJC Green Book SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	2	7.69%	1	6.67%	0	0.00%
NOT DISABLED	20	76.92%	11	73.33%	1	33.33%
UNDISCLOSED	4	15.38%	3	20.00%	2	66.67%
Totals	26		15		3	

Directorate: Housing – Pay Scale NJC Green Book SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	22	2.94%	11	2.84%	1	1.01%
NOT DISABLED	690	92.12%	353	90.98%	86	86.87%
UNDISCLOSED	37	4.94%	24	6.19%	12	12.12%
Totals	749		388		99	

Directorate: Housing – Fortnightly paid

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	3	1.40%	0	0.00%	0	0.00%
NOT DISABLED	203	94.42%	90	95.74%	22	95.65%
UNDISCLOSED	9	4.19%	4	4.26%	1	4.35%
Totals	215		94		23	

Directorate: Law & Property – Pay Scale NJC Green Book SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	2	6.25%	2	8.33%	0	0.00%
NOT DISABLED	30	93.75%	22	91.67%	5	100.00%
UNDISCLOSED	0	0.00%	0	0.00%	0	0.00%
Totals	32		24		5	

Directorate: Law & Property – Pay Scale NJC Green Book SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	4	1.39%	2	1.83%	2	8.70%
NOT DISABLED	279	96.88%	106	97.25%	21	91.30%
UNDISCLOSED	5	1.74%	1	0.92%	0	0.00%
Totals	288		109		23	

Directorate: Social Services – Pay Scale NJC Green Book SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	3	2.86%	2	4.00%	1	7.14%
NOT DISABLED	100	95.24%	47	94.00%	12	85.71%
UNDISCLOSED	2	1.90%	1	2.00%	1	7.14%
Totals	105		50		14	

Directorate: Social Services – Pay Scale NJC Green Book SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	76	3.01%	18	2.10%	4	1.89%
NOT DISABLED	2344	92.91%	792	92.52%	192	90.57%
UNDISCLOSED	103	4.08%	46	5.37%	16	7.55%
Totals	2523		856		212	

Directorate: Urban Environment – Directors

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	1	10.00%	0	0.00%	0	0.00%
NOT DISABLED	9	90.00%	3	100.00%	1	100.00%
UNDISCLOSED	0	0.00%	0	0.00%	0	0.00%
Totals	10		3		1	

Directorate: Urban Environment – Pay Scale NJC Green Book – SCP 34-57

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	2	1.74%	1	1.45%	1	6.25%
NOT DISABLED	104	90.43%	66	95.65%	15	93.75%
UNDISCLOSED	9	7.83%	2	2.90%	0	0.00%
Totals	115		69		16	

Directorate: Urban Environment – Pay Scale NJC Green Book – SCP 3-33

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	29	2.25%	12	2.29%	3	2.33%
NOT DISABLED	1221	94.80%	507	96.57%	126	97.67%
UNDISCLOSED	38	2.95%	6	1.14%	0	0.00%
Totals	1288		525		129	

Directorate: Urban Environment – Fortnightly Paid

Disability	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
DISABLED	6	1.35%	1	1.10%	0	0.00%
NOT DISABLED	418	93.93%	85	93.41%	30	96.77%
UNDISCLOSED	21	4.72%	5	5.49%	1	3.23%
Totals	445		91		31	

Dudley MBC Recruitment Monitoring by Gender

1st April 2004 - 31st March 2005

Directorate: Chief Executive's - Payscale NJC Green Book - SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	207	57.18%	66	61.68%	11	78.57%
Male	155	42.82%	41	38.32%	3	21.43%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	362		107		14	

Directorate: Chief Executive's - Payscale NJC Green Book - SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	452	71.52%	169	78.60%	56	87.50%
Male	174	27.53%	44	20.47%	7	10.94%
Undisclosed	6	0.95%	2	0.93%	1	1.56%
Totals	632		215		64	

Directorate: Education & Lifelong Learning - Payscale NJC Green Book - SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	42	65.63%	10	76.92%	3	100.00%
Male	22	34.38%	3	23.08%	0	0.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	64		13		3	

Directorate: Education & Lifelong Learning - Payscale NJC Green Book - SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	3719	77.41%	700	81.30%	158	81.03%
Male	1005	20.92%	152	17.65%	34	17.44%
Undisclosed	80	1.67%	9	1.05%	3	1.54%
Totals	4804		861		195	

Directorate: Education - Fortnightly Paid

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	288	51.99%	186	81.58%	69	93.24%
Male	263	47.47%	42	18.42%	5	6.76%
Undisclosed	3	0.54%	0	0.00%	0	0.00%
Totals	554		228		74	

Directorate: Education & Lifelong Learning – Pay Scale Soulbury

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	113	58.55%	25	52.08%	7	53.85%
Male	77	39.90%	23	47.92%	6	46.15%
Undisclosed	3	1.55%	0	0.00%	0	0.00%
Totals	193		48		13	

Directorate: Education & Lifelong Learning – Youth Workers

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	103	58.19%	56	60.87%	26	52.00%
Male	68	38.42%	34	36.96%	22	44.00%
Undisclosed	6	3.39%	2	2.17%	2	4.00%
Totals	177		92		50	

Directorate: Education & Lifelong Learning – Headteachers

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	8	42.11%	5	45.45%	1	33.33%
Male	8	42.11%	6	54.55%	2	66.67%
Undisclosed	3	15.79%	0	0.00%	0	0.00%
Totals	19		11		3	

Directorate: Education & Lifelong Learning – Deputy Headteachers

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	32	65.31%	18	62.07%	4	57.14%
Male	17	34.69%	11	37.93%	3	42.86%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	49		29		7	

Directorate: Education & Lifelong Learning – Teachers

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	278	71.65%	129	76.33%	44	81.48%
Male	105	27.06%	39	23.08%	10	18.52%
Undisclosed	5	1.29%	1	0.59%	0	0.00%
Totals	388		169		54	

Directorate: Finance – NJC Green Book SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	25	33.78%	17	47.22%	5	41.67%
Male	48	64.86%	19	52.78%	7	58.33%
Undisclosed	1	1.35%	0	0.00%	0	0.00%
Totals	74		36		12	

Directorate: Finance – NJC Green Book SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	787	53.07%	233	57.82%	61	63.54%
Male	691	46.59%	169	41.94%	35	36.46%
Undisclosed	5	0.34%	1	0.25%	0	0.00%
Totals	1483		403		96	

Directorate: Housing – Pay Scale NJC Green Book SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	3	11.54%	1	6.67%	1	33.33%
Male	23	88.46%	14	93.33%	2	66.67%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	26		15		3	

Directorate: Housing – Pay Scale NJC Green Book SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	442	59.01%	256	65.98%	68	68.69%
Male	307	40.99%	132	34.02%	31	31.31%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	749		388		99	

Directorate: Housing –Fortnightly paid

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	67	31.16%	44	46.81%	5	21.74%
Male	148	68.84%	50	53.19%	18	78.26%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	215		94		23	

Directorate: Law & Property – Pay Scale NJC Green Book SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	7	21.88%	6	25.00%	1	20.00%
Male	25	78.13%	18	75.00%	4	80.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	32		24		5	

Directorate: Law & Property – Pay Scale NJC Green Book SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	167	57.99%	68	62.39%	13	56.52%
Male	121	42.01%	41	37.61%	10	43.48%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	288		109		23	

Directorate: Social Services – Pay Scale NJC Green Book SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	66	62.86%	32	64.00%	9	64.29%
Male	37	35.24%	18	36.00%	5	35.71%
Undisclosed	2	1.90%	0	0.00%	0	0.00%
Totals	105		50		14	

Directorate: Social Services – Pay Scale NJC Green Book SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	1850	73.33%	710	82.94%	178	83.96%
Male	647	25.64%	132	15.42%	31	14.62%
Undisclosed	26	1.03%	14	1.64%	3	1.42%
Totals	2523		856		212	

Directorate: Urban Environment – Directors

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	1	10.00%	1	33.33%	0	0.00%
Male	9	90.00%	2	66.67%	1	100.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	10		3		1	

Directorate: Urban Environment – Pay Scale NJC Green Book – SCP 34-57

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	25	21.74%	16	23.19%	5	31.25%
Male	89	77.39%	53	76.81%	11	68.75%
Undisclosed	1	0.87%	0	0.00%	0	0.00%
Totals	115		69		16	


Directorate: Urban Environment – Pay Scale NJC Green Book – SCP 3-33

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	629	48.84%	290	55.24%	69	53.49%
Male	658	51.09%	235	44.76%	60	46.51%
Undisclosed	1	0.08%	0	0.00%	0	0.00%
Totals	1288		525		129	

Directorate: Urban Environment – Fortnightly Paid

Gender	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Female	62	13.93%	20	21.98%	8	25.81%
Male	383	86.07%	71	78.02%	23	74.19%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
Totals	445		91		31	

Appendix 4 Statutory Monitoring by Racial Group 2004/05

 Employment Monitoring by Racial Group (excluding schools) 1 April 2004 – 31 March 2005	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals	
	Indian (I) Pakistani (P) Bangladeshi (B) Any Other Asian Background (AO)				African (A) Caribbean (C) Any Other Black Background (AO)			Chinese (C) Other (O)		Asian & White (AW) Black African & White (BAW) Black Caribbean & White (BCW) Other Mixed Background (OM)				British (BW) Irish (IW) Other White (OW)					
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW			
No. of employees below SCP34 (Senior Officer and below)																			
Chief Executive's		5	3			1						3		154		2	3	171	
Education & Lifelong Learning	1	24	20	1	4	27	2	1	6			2	2	1496	2	3	170	1761	
Finance, ICT & Procurement	2	20	1			5		1		1		2		413		1	13	459	
Housing	1	4	9		1	10	1		1			3		840			30	900	
Law & Property		5	3	1		8						1		118	2	1	3	142	
Social Services	1	42	12	2	6	44	7	1	8	1	2	2	1	1781	5	13	62	1990	
Urban Environment		10	2	1		6	2			1		2	2	1344	1	6	3	1380	
Totals	5	110	50	5	11	101	12	3	15	3	2	15	5	6146	10	26	284	6803	
No. of employees above SCP33 (Principal Officer and above)																			
Chief Executive's				1										56	1	1		58	
Education & Lifelong Learning		1				3	1		1			2		84			10	103	
Finance, ICT & Procurement		5	1	1		3								133			2	145	
Housing		4	1						1					157			6	169	
Law & Property		1	1	1										63		2		68	
Social Services	1	7	5	2	3	22	7			2	1			265	5	3	4	327	
Urban Environment		1	1			3								200	3	2	1	211	
Totals	1	19	8	5	3	31	8		2	2	1	2		964	9	8	22	1085	
No. of employees (all grades)																			
Chief Executive's		5	3	1		1						3		210		3	3	229	
Education & Lifelong Learning	1	25	20	1	4	30	3	1	7			4	2	1580	3	3	180	1864	
Finance, ICT & Procurement	2	25	2	1		8		1		1		2		546		1	15	604	
Housing	1	8	10		1	10	1		2			3		997			36	1069	
Law & Property		6	4	2		8						1		181	2	3	3	210	
Social Services	2	49	17	4	9	66	14	1	8	3	3	2	1	2046	10	16	66	2317	
Urban Environment		11	2	1		9	2			1		2	2	1550	4	8	3	1595	
Totals	6	129	58	10	14	132	20	3	17	5	3	17	5	7110	19	34	304	7888	



**Employment Monitoring by Racial Group (excluding schools)
1 April 2004 – 31 March 2005**

	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Overall Totals
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
Number of employees promoted to higher graded posts.																	
Chief Executive's														6		1	7
Education & Lifelong Learning														26			26
Finance, ICT & Procurement							1							14			15
Housing			1											16			17
Law & Property														7			7
Social Services			1											28			29
Urban Environment								1						30			31
Totals			2				1	1						127		1	132
Number of secondments to higher graded posts																	
Chief Executive's														4			4
Education & Lifelong Learning														4			4
Finance, ICT & Procurement														15			15
Housing														22			22
Law & Property																	0
Social Services														15			15
Urban Environment														5			5
Totals														65			65
Number of employees requesting short-course skills or knowledge training																	
Chief Executive's		3					4			1				128			136
Education & Lifelong Learning		4	8				13	2	1					322	3		353
Finance, ICT & Procurement	9	2			2		7	1				1		302			317
Housing		4	3				7		1				1	743			759
Law & Property		1					12							222			235
Social Services	2	43	7	3	12	79	8		5	6	4	3	1	1966	7	20	2166
Urban Environment		8					3			1				641	3	5	661
Totals	11	65	18	3	14	115	14	1	6	8	4	4	2	4324	10	28	4627



Employment Monitoring by Racial Group (excluding schools)
1 April 2004 – 31 March 2005

	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Overall Totals
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
No. of employees receiving short course skills or knowledge training																	
Chief Executive's		3				2								97			102
Education & Lifelong Learning		4	8			13	2		1					322		3	353
Finance, ICT & Procurement	9	2			2		1					1		323			338
Housing		4	3			7		1					1	649			665
Law & Property		1				12								222			235
Social Services	1	36	5	3	11	66	7		2	4	2	3	1	1475	6	17	1639
Urban Environment		8					3			1				641	3	5	658
Totals	10	58	16	3	13	100	13	1	3	5	2	4	2	3726	9	25	3990
No. of employees requesting vocational/professional training																	
Chief Executive's		1												20			21
Education & Lifelong Learning			3			1			1			1		52		1	59
Finance, ICT & Procurement	2													49			51
Housing				1		1								66			68
Law & Property			2	2										28	1	1	34
Social Services		3									2			62	4		71
Urban Environment														14			14
Totals	2	4	5	3		2			1		2	1		291	5	2	318
No. of employees receiving vocational/ professional training.																	
Chief Executive's		1												20			21
Education & Lifelong Learning			3			1			1			1		52			58
Finance, ICT & Procurement	2													43			45
Housing				1		1								52			54
Law & Property			2	2										28	1	1	34
Social Services		3				2								58	4		67
Urban Environment														9			9
Totals	2	4	5	3		4			1			1		262	5	1	288



**Employment Monitoring by Racial Group (excluding schools)
1 April 2004 – 31 March 2005**

	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Overall Totals
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
No. of employees benefiting as a result of performance assessments																	
Chief Executive's																	0
Education & Lifelong Learning		1											1	39			41
Finance, ICT & Procurement		1												1			2
Housing																	0
Law & Property																	0
Social Services																	0
Urban Environment														9			9
Totals		2											1	49			52
No. of employees suffering disadvantage as a result of performance assessment																	
Chief Executive's																	0
Education & Lifelong Learning																	0
Finance, ICT & Procurement																	0
Housing																	0
Law & Property																	0
Social Services																	0
Urban Environment																	0
Totals																	0
No. of employees who have raised formal grievances.																	
Chief Executive's																	0
Education & Lifelong Learning														1			1
Finance, ICT & Procurement																	0
Housing							1							1			2
Law & Property																	0
Social Services														1			1
Urban Environment														6			6
Totals							1							9			10



Employment Monitoring by
Racial Group (excluding
schools)
1 April 2004 – 31 March 2005

	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Overall Totals
	B	I	P	OA	A	C	OB	C	O	AW	BAW	BCW	OM	BW	IW	OW	
Number of employees having disciplinary action taken against them.																	
Chief Executive's																	0
Education & Lifelong Learning		1					1							1			3
Finance, ICT & Procurement														2			2
Housing														9			9
Law & Property																	0
Social Services												1		5			6
Urban Environment													1	8			9
Totals		1					1					1	1	25			29
Number of employees ending their employment.																	
Chief Executive's			1											29			30
Education & Lifelong Learning		1	3			3	2							80			89
Finance, ICT & Procurement		2	2											42			46
Housing						2	1							43			46
Law & Property		1			1		1							18			21
Social Services		3				9	1			1		1	1	173			189
Urban Environment		1				1								126			128
Totals		8	6		1	15	5			1		1	1	511			549

Dudley MBC Recruitment Monitoring by Racial Group

1st April 2004 - 31st March 2005

Directorate: Chief Executive's - Payscale NJC Green Book - SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	1	0.28%	0	0.00%	0	0.00%
Any Other Mixed Background	2	0.55%	1	0.93%	0	0.00%
Any Other White Background	8	2.21%	1	0.93%	0	0.00%
Asian & White	2	0.55%	1	0.93%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	1	0.28%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	10	2.76%	1	0.93%	1	7.14%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	17	4.70%	6	5.61%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	13	3.59%	3	2.80%	0	0.00%
Undisclosed	3	0.83%	0	0.00%	0	0.00%
White British	301	83.15%	92	85.98%	12	85.71%
White Irish	4	1.10%	2	1.87%	1	7.14%
Totals	362		107		14	

Directorate: Chief Executive's - Payscale NJC Green Book - SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	9	1.42%	1	0.47%	0	0.00%
Any Other Black Background	1	0.16%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	8	1.27%	0	0.00%	0	0.00%
Asian & White	5	0.79%	3	1.40%	1	1.56%
Bangladeshi	1	0.16%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	1	0.16%	0	0.00%	0	0.00%
Black Caribbean	19	3.01%	8	3.72%	1	1.56%
Black Caribbean & White	10	1.58%	1	0.47%	0	0.00%
Chinese	1	0.16%	0	0.00%	0	0.00%
Indian	49	7.75%	13	6.05%	2	3.13%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	20	3.16%	5	2.33%	0	0.00%
Undisclosed	11	1.74%	1	0.47%	1	1.56%
White British	495	78.32%	182	84.65%	59	92.19%
White Irish	2	0.32%	1	0.47%	0	0.00%
Totals	632		215		64	

Directorate: Education & Lifelong Learning - Payscale NJC Green Book - SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	5	7.81%	2	25.00%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	2	3.13%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	1	1.56%	0	0.00%	0	0.00%
Undisclosed	1	1.56%	0	0.00%	0	0.00%
White British	53	82.81%	5	62.50%	1	50.00%
White Irish	2	3.13%	1	12.50%	1	50.00%
Totals	64		8		2	

Directorate: Education & Lifelong Learning - Payscale NJC Green Book - SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	59	1.24%	2	0.24%	0	0.00%
Any Other Black Background	9	0.19%	0	0.00%	0	0.00%
Any Other Mixed Background	14	0.30%	1	0.12%	0	0.00%
Any Other White Background	33	0.70%	5	0.61%	3	1.62%
Asian & White	15	0.32%	3	0.37%	0	0.00%
Bangladeshi	7	0.15%	0	0.00%	0	0.00%
Black African	18	0.38%	2	0.24%	0	0.00%
Black African & White	5	0.11%	1	0.12%	0	0.00%
Black Caribbean	77	1.62%	6	0.73%	1	0.54%
Black Caribbean & White	16	0.34%	3	0.37%	2	1.08%
Chinese	15	0.32%	2	0.24%	0	0.00%
Indian	178	3.76%	16	1.96%	1	0.54%
Other	13	0.27%	4	0.49%	1	0.54%
Pakistani	155	3.27%	19	2.32%	3	1.62%
Undisclosed	110	2.32%	16	1.96%	3	1.62%
White British	4005	84.51%	736	89.98%	171	92.43%
White Irish	10	0.21%	2	0.24%	0	0.00%
Totals	4739		818		185	

Directorate: Education - Fortnightly Paid

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	3	0.54%	3	1.32%	0	0.00%
Any Other Black Background	1	0.18%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	1	0.18%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	1	0.18%	1	0.44%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	11	1.99%	6	2.63%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	1	0.18%	0	0.00%	0	0.00%
Indian	15	2.71%	4	1.75%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	7	1.26%	4	1.75%	1	1.35%
Undisclosed	9	1.62%	4	1.75%	2	2.70%
White British	500	90.25%	204	89.47%	71	95.95%
White Irish	5	0.90%	2	0.88%	0	0.00%
Totals	554		228		74	

Directorate: Education & Lifelong Learning – Pay Scale Soulbury

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	5	2.56%	2	7.41%	1	14.29%
Any Other Black Background	1	0.51%	0	0.00%	0	0.00%
Any Other Mixed Background	2	1.03%	1	3.70%	0	0.00%
Any Other White Background	2	1.03%	1	3.70%	0	0.00%
Asian & White	1	0.51%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	1	0.51%	0	0.00%	0	0.00%
Black Caribbean	9	4.62%	1	3.70%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	1	0.51%	0	0.00%	0	0.00%
Indian	8	4.10%	1	3.70%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	2	1.03%	1	3.70%	0	0.00%
Undisclosed	3	1.54%	0	0.00%	0	0.00%
White British	160	82.05%	20	74.07%	6	85.71%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	195		27		7	

Directorate: Education & Lifelong Learning – Youth Workers

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	5	2.82%	2	2.17%	2	4.00%
Any Other Black Background	2	1.13%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	4	2.26%	0	0.00%	0	0.00%
Asian & White	3	1.69%	1	1.09%	1	2.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	1	0.56%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	9	5.08%	4	4.35%	1	2.00%
Black Caribbean & White	3	1.69%	3	3.26%	1	2.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	9	5.08%	7	7.61%	6	12.00%
Other	3	1.69%	2	2.17%	0	0.00%
Pakistani	7	3.95%	3	3.26%	1	2.00%
Undisclosed	10	5.65%	3	3.26%	2	4.00%
White British	120	67.80%	66	71.74%	36	72.00%
White Irish	1	0.56%	1	1.09%	0	0.00%
Totals	177		92		50	

Directorate: Education & Lifelong Learning – Headteachers

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	0	0.00%	0	0.00%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	1	5.26%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	0	0.00%	0	0.00%	0	0.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
White British	18	94.74%	11	100.00%	3	100.00%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	19		11		3	

Directorate: Education & Lifelong Learning – Deputy Headteachers

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	1	2.04%	1	3.45%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	0	0.00%	0	0.00%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	1	2.04%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	0	0.00%	0	0.00%	0	0.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
White British	44	89.80%	26	89.66%	6	85.71%
White Irish	3	6.12%	2	6.90%	1	14.29%
Totals	49		29		7	

Directorate: Education & Lifelong Learning – Teachers

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	2	0.52%	0	0.00%	0	0.00%
Any Other Black Background	2	0.52%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	4	1.03%	0	0.00%	0	0.00%
Asian & White	1	0.26%	0	0.00%	0	0.00%
Bangladeshi	1	0.26%	0	0.00%	0	0.00%
Black African	3	0.77%	1	0.63%	0	0.00%
Black African & White	2	0.52%	0	0.00%	0	0.00%
Black Caribbean	4	1.03%	3	1.90%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	2	0.52%	1	0.63%	1	2.00%
Indian	11	2.84%	2	1.27%	0	0.00%
Other	9	2.32%	3	1.90%	0	0.00%
Pakistani	2	0.52%	0	0.00%	0	0.00%
Undisclosed	25	6.44%	2	1.27%	0	0.00%
White British	318	81.96%	145	91.77%	48	96.00%
White Irish	2	0.52%	1	0.63%	1	2.00%
Totals	388		158		50	

Directorate: Finance, ICT & Procurement – NJC Green Book SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	1	1.89%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	1	1.89%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	1	1.89%	1	3.70%	1	11.11%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	4	7.55%	1	3.70%	1	11.11%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	1	1.89%	1	3.70%	0	0.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
White British	44	83.02%	24	88.89%	7	77.78%
White Irish	1	1.89%	0	0.00%	0	0.00%
Totals	53		27		9	

Directorate: Finance, ICT & Procurement – NJC Green Book SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	7	0.50%	2	0.52%	0	0.00%
Any Other Black Background	3	0.21%	2	0.52%	0	0.00%
Any Other Mixed Background	7	0.50%	2	0.52%	0	0.00%
Any Other White Background	8	0.57%	2	0.52%	0	0.00%
Asian & White	3	0.21%	0	0.00%	0	0.00%
Bangladeshi	12	0.85%	2	0.52%	1	1.10%
Black African	24	1.70%	1	0.26%	0	0.00%
Black African & White	3	0.21%	0	0.00%	0	0.00%
Black Caribbean	24	1.70%	4	1.04%	0	0.00%
Black Caribbean & White	8	0.57%	3	0.78%	2	2.20%
Chinese	10	0.71%	1	0.26%	1	1.10%
Indian	137	9.72%	37	9.61%	7	7.69%
Other	1	0.07%	0	0.00%	0	0.00%
Pakistani	54	3.83%	7	1.82%	0	0.00%
Undisclosed	13	0.92%	0	0.00%	0	0.00%
White British	1088	77.22%	321	83.38%	80	87.91%
White Irish	7	0.50%	1	0.26%	0	0.00%
Totals	1409		385		91	

Directorate: Housing – Pay Scale NJC Green Book SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	1	3.85%	1	6.67%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	1	3.85%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	1	3.85%	1	6.67%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	0	0.00%	0	0.00%	0	0.00%
Undisclosed	1	3.85%	1	6.67%	1	33.33%
White British	22	84.62%	12	80.00%	2	66.67%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	26		15		3	

Directorate: Housing – Pay Scale NJC Green Book SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	7	0.93%	3	0.77%	1	1.01%
Any Other Black Background	7	0.93%	2	0.52%	1	1.01%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	5	0.67%	5	1.29%	0	0.00%
Asian & White	4	0.53%	3	0.77%	0	0.00%
Bangladeshi	2	0.27%	0	0.00%	0	0.00%
Black African	16	2.14%	5	1.29%	1	1.01%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	42	5.61%	17	4.38%	1	1.01%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	1	0.13%	0	0.00%	0	0.00%
Indian	56	7.48%	27	6.96%	4	4.04%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	16	2.14%	6	1.55%	1	1.01%
Undisclosed	12	1.60%	7	1.80%	2	2.02%
White British	579	77.30%	312	80.41%	88	88.89%
White Irish	2	0.27%	1	0.26%	0	0.00%
Totals	749		388		99	

Directorate: Housing – Fortnightly Paid

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	2	0.93%	2	2.13%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	1	0.47%	1	1.06%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	1	0.47%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	16	7.44%	8	8.51%	1	4.35%
Black Caribbean & White	3	1.40%	1	1.06%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	1	0.47%	1	1.06%	0	0.00%
Undisclosed	4	1.86%	1	1.06%	0	0.00%
White British	187	86.98%	80	85.11%	22	95.65%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	215		94		23	

Directorate: Law & Property – Pay Scale NJC Green Book SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	1	3.13%	1	4.17%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	1	3.13%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	1	3.13%	1	4.17%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	2	6.25%	2	8.33%	1	20.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	1	3.13%	0	0.00%	0	0.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
White British	26	81.25%	20	83.33%	4	80.00%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	32		24		5	

Directorate: Law & Property – Pay Scale NJC Green Book SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	3	1.04%	2	1.83%	0	0.00%
Any Other Black Background	3	1.04%	2	1.83%	2	8.70%
Any Other Mixed Background	1	0.35%	0	0.00%	0	0.00%
Any Other White Background	3	1.04%	1	0.92%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	1	0.35%	0	0.00%	0	0.00%
Black African	4	1.39%	2	1.83%	0	0.00%
Black African & White	2	0.69%	1	0.92%	0	0.00%
Black Caribbean	9	3.13%	3	2.75%	1	4.35%
Black Caribbean & White	1	0.35%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	33	11.46%	19	17.43%	3	13.04%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	20	6.94%	5	4.59%	1	4.35%
Undisclosed	2	0.69%	1	0.92%	0	0.00%
White British	206	71.53%	73	66.97%	16	69.57%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	288		109		23	

Directorate: Social Services – Pay Scale NJC Green Book SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	3	2.68%	2	3.70%	1	5.88%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	1	0.89%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	5	4.46%	2	3.70%	1	5.88%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	7	6.25%	4	7.41%	1	5.88%
Black Caribbean & White	1	0.89%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	14	12.50%	7	12.96%	1	5.88%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	5	4.46%	2	3.70%	1	5.88%
Undisclosed	5	4.46%	2	3.70%	1	5.88%
White British	70	62.50%	34	62.96%	10	58.82%
White Irish	1	0.89%	1	1.85%	1	5.88%
Totals	112		54		17	

Directorate: Social Services – Pay Scale NJC Green Book SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	25	1.07%	6	0.72%	1	0.50%
Any Other Black Background	12	0.51%	2	0.24%	1	0.50%
Any Other Mixed Background	11	0.47%	2	0.24%	0	0.00%
Any Other White Background	20	0.86%	7	0.84%	1	0.50%
Asian & White	17	0.73%	6	0.72%	1	0.50%
Bangladeshi	5	0.21%	1	0.12%	0	0.00%
Black African	25	1.07%	8	0.95%	4	1.99%
Black African & White	6	0.26%	2	0.24%	0	0.00%
Black Caribbean	78	3.34%	37	4.42%	8	3.98%
Black Caribbean & White	14	0.60%	7	0.84%	2	1.00%
Chinese	6	0.26%	2	0.24%	1	0.50%
Indian	116	4.97%	33	3.94%	10	4.98%
Other	1	0.04%	1	0.12%	0	0.00%
Pakistani	53	2.27%	15	1.79%	2	1.00%
Undisclosed	33	1.41%	13	1.55%	5	2.49%
White British	1901	81.48%	694	82.82%	165	82.09%
White Irish	10	0.43%	2	0.24%	0	0.00%
Totals	2333		838		201	

Directorate: Urban Environment – Directors

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	0	0.00%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	0	0.00%	0	0.00%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	0	0.00%	0	0.00%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	1	10.00%	0	0.00%	0	0.00%
Undisclosed	0	0.00%	0	0.00%	0	0.00%
White British	9	90.00%	3	100.00%	1	100.00%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	10		3		1	

Directorate: Urban Environment – Pay Scale NJC Green Book – SCP 34-57 (Principal Officers)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	1	0.87%	1	1.45%	0	0.00%
Any Other Black Background	1	0.87%	0	0.00%	0	0.00%
Any Other Mixed Background	0	0.00%	0	0.00%	0	0.00%
Any Other White Background	1	0.87%	1	1.45%	0	0.00%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	1	0.87%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	1	0.87%	0	0.00%	0	0.00%
Black Caribbean & White	0	0.00%	0	0.00%	0	0.00%
Chinese	1	0.87%	0	0.00%	0	0.00%
Indian	11	9.57%	7	10.14%	1	6.25%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	2	1.74%	2	2.90%	0	0.00%
Undisclosed	2	1.74%	0	0.00%	0	0.00%
White British	94	81.74%	58	84.06%	15	93.75%
White Irish	0	0.00%	0	0.00%	0	0.00%
Totals	115		69		16	

Directorate: Urban Environment – Pay Scale NJC Green Book – SCP 3-33 (Below Principal Officer Level)

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	7	0.54%	2	0.38%	0	0.00%
Any Other Black Background	2	0.16%	1	0.19%	0	0.00%
Any Other Mixed Background	2	0.16%	0	0.00%	0	0.00%
Any Other White Background	14	1.09%	4	0.76%	1	0.78%
Asian & White	2	0.16%	2	0.38%	0	0.00%
Bangladeshi	2	0.16%	1	0.19%	0	0.00%
Black African	4	0.31%	1	0.19%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	18	1.40%	5	0.95%	0	0.00%
Black Caribbean & White	4	0.31%	2	0.38%	1	0.78%
Chinese	3	0.23%	1	0.19%	0	0.00%
Indian	37	2.87%	14	2.67%	1	0.78%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	40	3.11%	7	1.33%	0	0.00%
Undisclosed	15	1.16%	4	0.76%	1	0.78%
White British	1132	87.89%	477	90.86%	125	96.90%
White Irish	6	0.47%	4	0.76%	0	0.00%
Totals	1288		525		129	

Directorate: Urban Environment – Fortnightly Paid

Ethnic Origin	Applicants	Percentage	Shortlisted	Percentage	Appointed	Percentage
Any Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Any Other Black Background	2	0.45%	1	1.10%	1	3.23%
Any Other Mixed Background	1	0.22%	1	1.10%	1	3.23%
Any Other White Background	4	0.90%	1	1.10%	1	3.23%
Asian & White	0	0.00%	0	0.00%	0	0.00%
Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black African & White	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	4	0.90%	1	1.10%	1	3.23%
Black Caribbean & White	1	0.22%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Indian	5	1.12%	1	1.10%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%
Pakistani	1	0.22%	0	0.00%	0	0.00%
Undisclosed	9	2.02%	0	0.00%	0	0.00%
White British	416	93.48%	85	93.41%	27	87.10%
White Irish	2	0.45%	1	1.10%	0	0.00%
Totals	445		91		31	