

# **Annual Review of Equality and Diversity 2009**



**August 2009**

# **Dudley Metropolitan Borough Council**

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## **1. Introduction**

- 1.1 The 2009 annual review of equality and diversity is Dudley Council's eighth yearly report on Council-wide progress with promoting equality and diversity. The review was introduced in advance of the statutory requirements to report progress annually with a public authority's Disability and Gender Equality Schemes and on data relating to race equality in employment, and takes a wider view than these provisions, reporting on the combined, three-year Equality Scheme published in April 2007, the position with relevant performance indicators and wider employment information.
- 1.2 The annual review is considered by the select committee which has the responsibility for Council-wide equality and diversity work – currently the Select Committee on Regeneration, Culture and Adult Education – and submitted to the Cabinet for approval.
- 1.3 The review is prepared alongside directorate annual reports which cover in more detail progress with individual directorates' equality and diversity action plans. These reports, alongside a range of other information, are published on the Council's equality and diversity pages on its website at [www.dudley.gov.uk](http://www.dudley.gov.uk).
- 1.4 Responsibility for the scrutiny of the six directorates' annual reports is split between the five select committees.

## **2. National developments**

- 2.1 Last year's review noted the Government's intention to bring forward a new Equality Bill in the next session of Parliament. The Bill was published in April 2009 and responds to a number of issues arising from the Government's comprehensive Equalities Review which reported in 2007. It is intended to streamline the existing complexity of equality law, which contains nine major pieces of legislation as well as around 100 statutory instruments, to strengthen the law and introduce new measures. Major features of the Bill include proposals for:
  - a new public sector duty to consider reducing socio-economic inequalities
  - a new public sector duty to promote equality bringing age, religion or belief, sexual orientation, gender reassignment, and pregnancy and maternity in line with existing duties for disability, gender and race
  - the outlawing of age discrimination when providing services or carrying out public functions.

- 2.2 Subject to the timing and outcome of the General Election, it is anticipated that the Bill will receive Royal Assent in spring 2010, with the majority of it coming into force in autumn 2010. Other aspects are to be phased in from spring 2011 onwards.
- 2.3 The Bill, should it become law, will have important implications for public authorities. These will be assessed in more detail over the coming months and will become clearer once statutory codes of practice have been issued to accompany the final legislation.
- 2.4 The national policy drivers on equality continue to be accompanied by an ongoing focus on promoting community cohesion, tension monitoring and preventing violent extremism, which have some overlap with the equality agenda.
- 2.5 From April 2009, the Comprehensive Performance Assessment of local authorities has been replaced by the new, area-based Comprehensive Area Assessment (CAA). This looks at how well local priorities express community needs and aspirations, the delivery of outcomes and improvements and future prospects. Within this there is a particular focus on tackling inequality and meeting the needs of disadvantaged groups. Feedback from the CAA should help to inform local priorities when it is received later in the year.
- 2.6 Also from April 2009, the Equality Standard for Local Government has been replaced by a new Equality Framework, developed through the Improvement and Development Agency (IDeA). This is intended as a more flexible tool for local authorities to assess and plan progress with equality and diversity and will be used locally for this purpose.

### **3. Local Priorities**

- 3.1 The Council's Equality Scheme 2007-10 provides details of the Council's arrangements and approach to promoting equality and meeting its legal requirements in this regard. (Legislation currently requires public authorities to prepare race, disability and gender equality schemes.) The Scheme has been extended to cover in detail age, religion or belief, sexual orientation and gender identity, with a supplement covering these areas approved by the Cabinet in June 2009. This met the commitment made in the scheme and anticipates the likely requirements of the forthcoming Equality Act in introducing a more consistent approach across all equality areas, although

there is not likely to be a legal requirement to prepare equality schemes in the future.

- 3.2 An initial briefing on the proposals in the Equality Bill for senior officers from the council and partners, organised with the Centre for Equality and Diversity, was held in June, to begin the process of looking locally at how its challenges might be addressed, particularly through joint working.
- 3.3 The Equality Scheme sets out priorities, challenges and action plans relating to the equality strands over its three year period. The 2008 annual review also identified the following priorities for the 2008/09 year for focussed work:
- developing and implementing action plans for:
    - further access improvements to public buildings, and
    - increasing the number of employees with a disability,
  - updating the Council's vision for delivering equality, and
  - ensuring that equality impact assessments are completed.
- 3.4 These priorities were informed by the recommendations of two external reviews of aspects of the Council's approach to equality, outlined in more detail in the 2008 review. Arising from this, the Cabinet approved a new ten year vision for equality for the Council which will form a framework for future equality objectives. Action plans have been developed to respond to the recommendations of the review and will be covered in more depth in the body of this report.
- 3.5 The analysis set out in this annual review looks at how well priorities and actions have been addressed and identifies further areas to be addressed in the future.

#### **4. Reporting progress and measuring success**

- 4.1 As noted, reporting progress with the action plan set out in the Equality Scheme forms the major part of this review. The detail of the action plan is set out at Appendix 1. Numbered references in the text refer to the relevant actions in this action plan.
- 4.2 Alongside reporting progress on these actions, some assessment of progress can be made through using performance indicators. This has become more difficult in the area of equality with the new National Indicator Set replacing the Audit Commission's best value performance indicators (BVPIs) from April 2008. The reporting requirements for the new indicators do not include breakdowns by different equality strands, although this could be done locally

where appropriate. Some of the Audit Commission's former BVPIs relating to equality and diversity have been adopted as local indicators. However, comparative information from other authorities for these is no longer available from the Audit Commission.

- 4.3 One of the recommendations from the Government's Equalities Review was for a review of equality data to be undertaken by the Office of National Statistics (ONS) to ensure that the data on equality available to government and other public bodies met existing and future need, nationally and locally. This was in recognition that data available on inequalities were inadequate in many ways, limiting the ability to understand problems and their causes, set priorities and track progress. Data where it existed was not always well used. The ONS reported on its review in October 2007 and this was followed up by an IDeA report 'measuring equality at a local level' in September 2008. Further guidance documents are being produced.
- 4.4 External inspections and assessments provide some further indications of the Council's progress in promoting equality. During the last twelve months none have looked specifically at the council's overall approach to equality, although relevant service-based inspections have taken place including a joint review of commissioning services for people with learning disabilities and complex needs, the outcome of which was reported to the Cabinet in February 2009 (see paragraph 7.2). The first Comprehensive Area Assessment of the borough, the results of which are expected in November, should provide some useful feedback about the success locally in identifying and meeting needs, tackling inequality and addressing disadvantage.
- 4.5 As noted in paragraph 2.6, the new Equality Framework has now been issued and this will be used as a tool to assist in assessing progress.

## **5. All Equality Areas**

- 5.1 Section 5 of the review sets out progress during the last twelve months with the 'all equality areas' part of the Equality Scheme action plan.
- 5.2 Corporate Board identified a number of priorities for the period of the scheme (action 1.1) which are covered in paragraphs 5.3 to 5.6 below.
- 5.3 Developing clearer targets and outcomes – an action plan has been agreed by Corporate Board in response to the external view of the Council's approach to promoting equality which was reported in last year's annual review. This is currently being implemented – more detail is included in the

relevant paragraphs throughout the review report. The corporate officers equality group has been relaunched as the Corporate Equality and Diversity Leadership Group to provide stronger direction on equality across the council and to play a clearer performance management role. An action plan to respond to the external auditors review 'supporting people with disabilities' has also been agreed, with the employment-related actions incorporated in the human resources strategy, approved by the Cabinet in June 2009.

- 5.4 Improving communications and celebrating diversity – an equality impact assessment of marketing and communications was completed during 2008/09. More information continues to be provided on the Council's web pages on equality and diversity. A calendar of religious and cultural festivals and events is now published on the website (1.8).
- 5.5 Improving approaches to consultation – the new community engagement database, which records engagement activities, with accompanying advice and good practice, has been launched. A partnership community engagement strategy 'in it together' has been produced. A further successful BME community consultation event was held in November 2008. The Council continues to support and work closely with Action for Disabled People (ADC) and the community care project. Through Dosti, the community empowerment network, a group was established covering a wide range of interest groups to feed equality issues into the review of the borough's community strategy.
- 5.6 Equality and diversity competencies – the equality and diversity competencies which are expected of employees at all levels which was prepared in 2007/08 is being used to assist in a comprehensive review of training and development across the council, including equality and diversity. An important part of this will be the introduction of e-learning on equality, towards which significant progress has now been made (1.16).
- 5.7 On the remainder of the 'all equality areas' action plan, an initial self-assessment against the new Equality Framework for Local Government has been undertaken. This will be used as the basis for a more in-depth assessment and for improvement planning (1.10). It is hoped that the council will be in a position to be assessed at the 'achieving' level of the framework within the next few months.
- 5.8 An increasing number of equality impact assessments (EIAs) are now being undertaken following this being identified as an area for improvement in last year's review. Improved performance monitoring has been introduced, together with a 'frequently asked questions' guide. A new internal training

course to supplement other training opportunities that have been used is now available (1.3). Given the importance attached to ensuring that EIAs are completed, this needs to remain as an improvement priority for the next twelve months (1.4) (1.5).

- 5.9 As noted in paragraph 3.1, the Cabinet approved a supplement to the Council's Equality Scheme covering age, religion or belief, sexual orientation and gender identity at its meeting in June 2009, although there is as yet no legal requirement for equality schemes covering these, meeting the commitment made to bring these equality strands in line with race, disability and gender in being fully integrated into the Scheme (1.9).
- 5.10 All directorates have submitted their equality and diversity action plans for 2009/010 and annual reports for 2008/09 to the relevant select committee in line with the agreed timetable (1.7). Select committees made some positive comments about the progress being made in directorates.
- 5.11 An equality impact assessment for Dudley Council Plus was completed during 2008/09 (1.11).
- 5.12 The Human Resources Strategy 2009-14, approved by the Cabinet in June 2009, supersedes the people management strategy as the key document driving improvement work around employment issues. One outstanding item from the previous strategy of particular importance to promoting equality, the review of the recruitment policy and procedure, has been included and is being progressed. Further work is being undertaken to develop the strategy into more detailed action plans for 2010/11 onwards (1.12/1.13).
- 5.13 The Equality Bill includes proposals for legislation on promoting equality through procurement. Should this become law it will clarify and broaden the extent to which the Council can take equality matters into account in procurement and will require further training to that already provided, alongside revision of the council's guide to promoting equality through procurement (1.17).
- 5.14 The community engagement toolkit and community engagement strategy 'In it together' contain a good deal of advice about how to promote effective engagement with various communities and representatives (1.18).



## 6. Race Equality

- 6.1 Considerable effort has been put into developing tension monitoring arrangements and progressing the Preventing Violent Extremism programme during 2008/09 due to national priorities. For example, a community cohesion and tension monitoring executive group is in place, a tension monitoring framework is continuing to be developed to improve its effectiveness, and the arrangements have received praise from the Government Office for the West Midlands. This necessary focus has diverted resources away from the planned community cohesion work, although, progress has been made through the appointment of a community cohesion manager supported by a crime reduction officer with responsibility for hate crime, within the community safety team. (2.1).
- 6.2 Workshops on community cohesion were run at the November 2008 BME community consultation event. The new generation Local Area Agreement (LAA) includes improving community cohesion as one of its priorities and has set out improvement targets for national indicator 1 (the % of people who believe people from different backgrounds get on well together). Table 1. shows the borough's comparative position on this indicator, information for which is collected through the place survey. Work is under way to develop a comprehensive delivery plan for this priority and achieve the improvement target in the LAA.

**Table 1. National indicator 1: % of people who believe people from different backgrounds get on well together**

	Dudley	English Authorities median	English Authorities top quartile	Met. Authorities median	Met. Authorities top quartile
2008/09	72.4%	76.4	80.1	72.1	74.6
2010/11 target	77.4%				

- 6.3 Other LAA delivery plans have been impact assessed with the assistance of Prof. Richard Tomlins, a leading academic in the field (2.3).
- 6.4 As noted in paragraph 5.5, another BME community consultation and information event was held in November 2008. Workshops were held covering: arranging care - commissioning care, community cohesion,

environmental management, women's issues, youth and care, and housing. These topics were chosen in discussion with community groups to ensure that they were the issues that they wished to discuss (2.4/2.5). The event has been included as one of a number of case studies in the community engagement toolkit to help in promoting engagement with less often reached groups (2.6).

- 6.5 To help to ensure that the event is not seen as the only opportunity for BME communities to raise issues, development workers continue to work throughout the year with community groups and a number of visits to community organisations are made by directors and councillors each year. Two open surgeries were also held for people from BME communities to discuss issues personally with directors. The engagement toolkit contains advice on how to ensure all engagement activities are designed to be inclusive as possible.
- 6.6 Black History Month was celebrated again in October 2008, with a number of events held with attractive publicity produced to promote these. A planning group is meeting to prepare for Black History Month for October 2009 - details will again be published on the Council's website (2.7).
- 6.7 Previous annual reviews have reported on BVPIs on the promotion of race equality (2.9) and on racist incidents. These performance indicators were not included in the new national indicator set and so are no longer collected or published on the same basis as in the past. However, in terms of racist and other hate crime incidents, data will be collected to cover those that are being dealt with through the new post of crime reduction officer and the police will continue to collect data as in the past.
- 6.8 The council-wide BME employees group, which is represented on the key officers group, the Corporate Equality and Diversity Leadership Group, continues to provide support and advice to employees from BME backgrounds and raise issues with the corporate group.
- 6.9 Statutory monitoring of employment by racial group, alongside other employment monitoring, is dealt with in section 10 of the report.

## **7. Disability Equality**

- 7.1 Work has progressed on the various strategies which relate to services for disabled people.

- 7.2 A new learning disability strategy for 2009-12 has been approved. This reflects the considerable progress with the 2005 strategy but picks up a small number of tasks from the previous strategy which are still in progress (3.1). It also includes the action plan that was drawn up in response to the joint review of commissioning services for people with learning disabilities and complex needs (see paragraph 4.4). The review highlighted a number of strengths with Dudley's services but also some areas for development, in particular around day services, on which a report is being taken to the meeting of the Cabinet in September 2009.
- 7.3 Dudley and Walsall Mental Health Partnership NHS Trust began operations on 1<sup>st</sup> October 2009, providing mental health services to the communities of Dudley and Walsall. Prior to this date, there were four different organisations providing mental health services in Walsall and Dudley: Dudley Primary Care Trust, Walsall Teaching Primary Care Trust and Walsall and Dudley Council's adult social care directorates. The rationale was to create an organisation which was solely focused on the provision of mental health and social care services, reaping the benefits of being a larger, mental-health focussed organisation. The trust has produced a business plan for 2009/10 and is developing a five year plan.
- 7.4 A second physical and sensory disabilities conference was held on 30<sup>th</sup> July 2009 to follow up the issues raised at the first conference in 2007 and included in the physical and sensory disabilities strategy which was published in 2008 (3.3). Workshops involving disabled people and professionals from a number of agencies considered housing, advice and support in the home; getting out and about and community safety; involvement and influence; benefits, employment and learning; and health and healthy living.
- 7.5 The workshop on involvement and influence at the physical and sensory disability conference looked particularly at the duty in the Disability Discrimination Act 2005 for public authorities to have due regard to the need to encourage participation by disabled people in public life. Also relevant to this duty was the 'volunteering counts' conference in December 2008 organised by Dudley Council for Voluntary Service, to which the council contributed and a number of staff attended. The conference included a workshop on volunteering and disabled people which explored the barriers to disabled people taking part in a range of volunteering activity (including those that can be defined as 'public life'). Dosti, the local community empowerment network has also been doing some work with the 'axis of influence', a tool which helps groups to review their experience and opportunities to have real

influence over public bodies' decisions. Action for Disabled People and Carers (ADC) was one of the first groups to use the tool (3.19).

- 7.6 The community care project, supported through the Council, Dudley Primary Care Trust and Dudley Council for Voluntary Service, of which ADC is the umbrella group, continues to play an important role in putting forward the views of disabled people and carers in the borough. ADC has again been involved in a range of Council, PCT and partnership engagement activities during the year, notably with developing the approach to transforming social care, with marketing and communications activity and with the development of a neurological strategy (3.4). One particular important development over the last year in giving disabled people more of a voice is the links being made with other interest groups to take joint concerns forward together. The individual forums within the project - Hear Here, Liaise, Offsight, Dudley Carers Forum, Integrated Living Team Forum, Dudley User Forum for carers of people with learning disabilities - also continue to be very active.
- 7.7 The external auditors' review 'supporting people with disabilities' recommended that the Council needed to do more to compare its approach to measuring the accessibility of its public buildings with authorities reporting higher (former) BVPI figures. Following this benchmarking work, the council's public buildings stock is being reviewed on the basis of a reasoned, needs-based approach to disabled access in order to develop a newly prioritised improvement programme. Refurbishments, improvements and signage upgrades which have been completed for Crystal, Dudley and Halesowen leisure centres and improvements to libraries through the library modernisation programme have improved access for disabled people during the last twelve months (3.5).
- 7.8 The first part of the new access guides to council buildings has now been published and covers public buildings controlled by the Directorate of the Urban Environment such as leisure centres and public halls. The format of the guides has been agreed through consultation with disabled people, particularly 'Access in Dudley'. Other directorate guides will follow over the coming months (3.6).
- 7.9 Alongside improvements to buildings, resources have been put into promoting independent living and supporting disabled people to live in their own homes. 2087 properties have now had 'Telecare' equipment installed, providing remote technology to support potentially vulnerable people to live in their own homes (3.9)

- 7.10 Work to improve both the council's internet and internal intranet sites is continuing, with a new content management system for the latter to be introduced during the coming year. These initiatives will improve accessibility for people with a number of disabilities and generally for all members of the public, employees, elected members and other users of the sites (3.14).
- 7.11 The disability equality scheme contained an action to review the categories used for gathering monitoring information about disabled people in employment and services (3.15). The Office for National Statistics (ONS), with the Office for Disability Issues, has for some time been researching and testing questions on disability as part of the follow-up work to its equality data review (see paragraph 4.3). Given that this work is due to be completed soon, the outcome will be awaited before progressing the action in the equality scheme.
- 7.12 Discussions have been held with equality staff in the local colleges to set up a regular forum for sharing ideas and good practice around equality for younger people and across the education spectrum. A number of training sessions on equality have taken place which all schools were invited to attend. Governor training sessions have also taken place (3.18) (4.16).
- 7.13 Section 10 of the review looks in more detail at employment monitoring data in relation to disabled employees. The Council is annually assessed by Jobcentre Plus in order to continue to use its positive about disabled people symbol on recruitment literature (3.13). The employees with disabilities group contributed to the development of the action plan arising from the external review 'supporting people with a disability', with a number of ideas for improving support to disabled employees in the workplace. The action plan is being implemented and has been incorporated into the human resources strategy (3.11).
- 7.14 The project to support more people with learning disabilities into employment run through the Directorate of Adult, Community and Housing Services continued during the year with 7 people with learning disabilities now in employment with the Council through the scheme (3.11). These posts are for a small number of hours because of the effect on benefits eligibility, but of great value to the individuals involved and could be a gateway to wider employment opportunities.

## **8. Gender Equality**

- 8.1 Work is continuing on the Council's pay and grading review and equal pay processes. This is fulfilling the specific duties under the Equality Act 2006 to look at any differences between the pay of men and women that is related to their sex (4.1).
- 8.2 The detailed analysis set out in section 10 of the review shows that the Council's workforce continues to be about 75% female. Some areas, such as the primary school workforce and social care professions, particularly have few men in post. There are also some work areas where there are few women. Some continuing success in encouraging women to train for occupations that have traditionally been seen as a male domain is demonstrated by Building Services in the Directorate of Adult, Community and Housing Services which had 44 construction trainees as at 31 March 2009, of which 14 were women (4.3, 4.4). National figures show that there is increasing interest from men in becoming primary school teachers with increases in proportions of male applicants for jobs and training places which may begin to have an impact in the borough.
- 8.3 A number of young people enter the permanent workforce through the modern apprenticeship in administration scheme. In September 2007 the intake attracted slightly more males than females but the 2008 intake there were considerably more females than males, so progress in this area will be kept under review (4.6).
- 8.4 The Select Committee on Health and Adult Social Care, at its September 2009 meeting, will be reviewing the range of policies and practices within the Council which contribute to the health and wellbeing of employees. A variety of flexible working options continue to be offered to employees and relevant policies are revised on a regular basis. Alongside an occasional working from home policy, a working from home pilot for benefits assessors has proved successful, resulting in improved productivity and job satisfaction, lower sickness absence and reduced travelling time. The pilot is being extended into 2009/10. Over the last five years there has been a significant increase in the proportion of men who work part-time for the council up from 15.5 % in July 2005 to 22% in April 2009. There has been little variation in the proportion of women who work part-time over the same period (4.7).
- 8.5 The childcare vouchers scheme continues to be available for staff to help them with the cost of childcare (4.8).

- 8.6 The Equality Scheme supplement covers transgender issues in more detail than in the gender section of the 2007 -10 Scheme and includes a number of challenges and actions (4.9).
- 8.7 Discussions around the development of e-learning on equality have looked at the flexibility of the options available. It may be more difficult for part-time employees, and therefore mainly women, to access training through more traditional means. While e-learning is not necessarily a direct substitute for other methods of learning it does have the benefit of flexibility to suit the hours worked and can be accessed by home-workers. E-learning courses are already available on data protection, freedom of information and information security and a further one on standing orders and financial regulations was developed during the year (4.10) (4.11).
- 8.8 The performance indicator on domestic abuse, BV225 (a checklist of questions around the Council's response), is no longer in place. However, progress has been made against items which formed part of the indicator. A number of campaigns raising awareness of domestic abuse have been run and there has been an increase in reporting, including amongst some communities where victims have not usually come forward. Stopping aggression in the family environment (SAFE), a voluntary programme for men who wish to change their abusive behaviour, was introduced into the borough during the year.
- 8.9 Work continues on implementing the Carers Strategy, supporting people of whom the majority are women who are carers in the borough. A range of factsheets on topics of interest for carers continue to be issued e.g. in 2008/09, on money, mobility, equipment and support groups. Carers are involved in shaping future service design through conferences and other means. Over 70 carers attended a 'carers and personalisation' event held in January 2009 looking at how transforming social care will impact on and offer opportunities for carers. Carers of adults and young people with learning disabilities were involved in an event on the future of day opportunities for people with a learning disability held in March 2009. This fed into the report to the Cabinet referred to in paragraph 7.2 (4.14).
- 8.10 Consultation has indicated that the safety and security of its car parks is of particular concern to women. 13 car parks currently hold the 'Safer by Design' accreditation, and 1 car park is currently awaiting assessment (4.17).
- 8.11 Section 10 of the review looks in more detail at employment monitoring data in relation to gender.

## **9. Equality scheme supplement**

- 9.1 The Equality Scheme supplement approved by the Cabinet in June 2009 adds sections covering age, religion or belief, sexual orientation and transgender issues to the Equality Scheme. A range of challenges and actions have been identified in these areas. The supplement is published on the Council's website.
- 9.2 Progress with the actions will be covered in detail in the 2010 review. The actions include:
- complete the review and development of the Dudley Borough Older Peoples' Strategy
  - work to develop the interfaith and faith leaders networks
  - extend employment and service monitoring where appropriate to cover sexual orientation (details of this will be included in the employment section of the review in the future once sufficient levels of data are available)

## **10. Employment monitoring**

- 10.1 The Council has published a range of employment monitoring data over a number of years, including recruitment and workforce profiles, in order to help it assess the extent to which it is providing fair employment opportunities for all groups. Race equality legislation specifies the range and type of data required to be published in relation to race – other equality legislation is less prescriptive, although there are some proposed requirements included in the Equality Bill. The new national indicator set does not include any indicators on employment, unlike the former best value performance indicators. Those on the percentage of the workforce from BME communities and who are disabled will continue to be used as local indicators, although the comparative data for other authorities will no longer be available from the Audit Commission.
- 10.2 Through implementation of the human resources strategy a wider range of employment information will be regularly monitored and will feed, for example, into workforce planning. Pilots on workforce planning are currently being run in two Directorates. The directorate strategic plans for 2009/10 for the first time all contain high level workforce planning information.

### **Workforce Profile**

- 10.3 Appendix 2(a) sets out a summary of the Council's workforce broken down by directorates, gender, disability, white/BME groups and part-time employees,



as at 1<sup>st</sup> April 2009. The Directorate of Children's Services is broken down further into head office and school employees.

- 10.4 Appendices 2(b) and 2(c) split this data down further. Higher paid employees at scale point 34 and above (principal officer grades – salaries of about £28,500 and above - approximately the highest paid 15% of the workforce), excluding schools, are shown at Appendix 2(b); employees in the lower grades below scale point 34 (salaries of less than £28,500 approx.) are shown at Appendix 2(c). Data relating to schools are not included in these tables due to different salary bandings for teachers making such comparisons difficult.
- 10.5 Appendix 2(d) shows the workforce profile by age.

### **Gender**

- 10.6 The gender breakdown of the workforce set out at Appendix 2(a), shows that the Council continues to have a workforce which is 75% female. All directorates, except Urban Environment (which has large numbers of fortnightly paid employees, in traditionally male occupations), have a majority of employees who are women, although Law and Property had close to an even split between the sexes. The concentration of women is particularly high in Children's Services, both with headquarters employees and school employees, at over 80%.
- 10.7 The proportion of women in the Council's workforce is similar to the average for local authorities in England and Wales but contrasts with the economy as a whole where there is almost an even balance in numbers of employees between the sexes. This is likely to be explained largely by the type of work in local authorities, particularly teaching and care, which attract large numbers of women.
- 10.8 Appendix 2(b) shows that the proportion of female employees at scale point 34 and above (i.e. the top 15% of earners) in all directorates (excluding schools) remains smaller than that in the lower grades, as in previous years. However, the upward trend in this proportion has continued (51.1% in 2009, from 48.0% in 2006).

### **Ethnic Origin**

- 10.9 For employment monitoring, the Council uses the 16 ethnic origin categories used by the 2001 Census. BME communities are defined as the 13 non-white groups using these categories. Table 2 demonstrates a continuation in the upward trend of numbers of BME employees in the Council's workforce. The figure of 5.6% shows a small increase on the figure for 2007/08. The BME

population of the borough at the time of the 2001 Census was 6.3%. (Mid-term estimates indicate, however, that this percentage has increased significantly.) Taking schools out of the equation, the figure for BME employees in the rest of the council is 6.8%.

10.10 In respect of the more detailed workforce breakdown provided at Appendix 2(a), the gap between the directorates with the highest proportion of BME employees and those with the lowest has become smaller, with a continuation of the trend of increasing percentages of BME employees in both schools and Urban Environment.

**Table 2. % of employees from ethnic minority communities (including schools) (formerly BV17a)\***

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2008/09	5.6				
2007/08	5.5	5.4	5.5	6.2	7.7
2006/07	5.1	5.2	5.2	5.9	7.6
2005/06	4.6	4.9	4.8	5.5	6.9
2004/05	4.6	4.6	4.6	5.2	6.8

\*Note: those for whom ethnic origin are not known are excluded from the analysis

### **Disability**

10.11 Table 3 shows a decrease in the proportion of Council employees with a disability over the last twelve months. The figure is now below that achieved following the personal data update completed for the 2007/08 figure. This, therefore, remains an area for improvement for the Council. Looking at the more detailed figures at Appendix 2(a), it is clear that the very low figure for disabled employees in schools significantly affects the whole-council figure. Taking out school employees the figure for the rest of the Council is 2.9%. As previously noted, an action plan has been developed to try to address the issue and progress with this will be reported in next year's annual review.

### **Age**

10.12 Appendix 2(d) shows the age profile of the workforce. This has a fair spread across all age groups, though with a smaller percentage at either end of the age range due largely to younger people being in further or higher education and to older people retiring. There continues to be an upward trend in the

**Table 3. % of employees with a disability (including schools) (N.B. figures before 2005/06 do not include schools) (formally BV16a)**

	Dudley MBC	English Authorities average	English Authorities top quartile	Met. Authorities average	Met. Authorities top quartile
2008/09	1.80				
2007/08	2.00	3.7	4.6	2.8	3.3
2006/07	1.70	3.55	4.43	2.67	3.20
2005/06	0.82*/ 1.39	3.22	3.89	2.56	3.06
2004/05	1.08	2.96	3.74	2.11	2.65

\*0.82% is the figure including schools; 1.39% when excluding schools

proportion of the workforce who are aged 60 or over since the age discrimination legislation came into force in October 2006, as a result of which the Council raised its retirement age to 70. Compared with the economy as a whole the Council has a higher proportion of its workforce from the older age groups (50 plus) but a lower proportion in the younger age groups (under 25).

### **Recruitment Summary**

- 10.13 Most vacancies are advertised externally through the Council's website, the 'Opportunities' paper-based bulletin and other media. The Council has a retraining and redeployment policy for employees (except school employees) when they can no longer continue in their existing posts for reasons (e.g. restructuring, capability or ill-health), other than misconduct. 46 posts were filled from the redeployment register during 2008/09 compared with 69 in 2007/08.
- 10.14 Appendix 3 provides a summary of overall recruitment activity for the Council, including schools, by ethnic origin, sex, disability, religion or belief and age during 2008/09. Tables 4, 5 and 6 show the percentage at each stage of the recruitment process for candidates from a BME background, women and disabled people respectively, compared with the previous three years.
- 10.15 The recent trends from the previous three years for increasing proportions of applicants who are men, disabled and from a BME background to be appointed did not continue in 2008/09. The success rates of male disabled

and BME applicants has continued to be below those for women, people who are not disabled and from white groups.

10.16 Looking at the recruitment figures by age category at Appendix 3, compared with the previous year there was a more even spread of recruitment across the age ranges. In the previous year there was a significant increase in recruitment from the 50-54 age group, so clear trends are not apparent. With monitoring by religion or belief, a substantial minority of applicants have not disclosed their group and there is no historical data as monitoring by this category is a recent addition. Conclusions at this stage are therefore not easily drawn.

**Table 4. Recruitment analysis – % from a BME community**

	Applied %	Shortlisted %	Appointed %
2008/09	14.97	14.82	9.53
2007/08	15.33	15.25	11.57
2006/07	14.25	12.62	9.47
2005/06	13.28	13.01	9.16

Note: for the analysis those for whom no ethnic origin is recorded are included in the white groups

**Table 5. Recruitment analysis – % women**

	Applied %	Shortlisted %	Appointed %
2008/09	49.73	61.07	68.71
2007/08	54.15	66.12	67.01
2006/07	63.43	69.73	71.18
2005/06	60.84	70.51	73.35

**Table 6. Recruitment analysis – % disabled people**

	Applied %	Shortlisted %	Appointed %
2008/09	2.70	2.78	1.62
2007/08	2.73	3.35	2.60
2006/07	2.31	2.30	1.77
2005/06	2.02	1.72	1.74

## **Statutory Monitoring by Racial Group**

- 10.17 Appendix 4 sets out the council's data in response to the requirements of the Race Relations Act (Statutory Duties) Order 2001 to monitor employment by racial group. The numbers of employees involved in disciplinary action remain small. The number of grievances recorded in 2008/09 increased over recent years but this may be due to a number of factors such as changes to the procedure, better recording and increased awareness of the procedure as well as to staff management issues. As in recent years a relatively higher proportion of grievances came from BME employees than white employees.
- 10.18 Both the grievance policy and the employee improvement and disciplinary policy were updated in April 2009.
- 10.19 The figures provided by directorates for training for 2008/09 show that BME employees requested and received short course training roughly in line with their proportion in the overall workforce. However, as in the previous three years, a slightly higher proportion of BME employees requested and received vocational/professional training than white employees.

## **11. Complaints of discrimination or harassment in employment**

- 11.1 Table 7 provides a list of applications to Employment Tribunal alleging discrimination in employment on the grounds of age, disability, race, religion or belief, sex or sexual orientation by the Council, together with the outcome. (The list excludes equal pay and part-time workers pension claims of which there have been very many nationally.)
- 11.2 The Council has not lost a tribunal case on these grounds for several years but settled two cases outside of the tribunal in 2008/09. Six new applications were lodged during the year, which is an increase on the previous few years. There have been no cases brought to date on the basis of sexual orientation, where the relevant legislation came into force in December 2003, or age (legislation in October 2006).
- 11.3 The Council's grievance policy and procedure has been fully revised to bring it in line with new requirements which came into force in April 2009 and to incorporate the harassment and bullying of employees and reporting of racist incidents procedures within the one umbrella policy. As noted in paragraph 10.17, there was an increase in grievances registered by employees during 2008/09, but with a further substantial change to the procedure it will not be

possible to make statistically robust comparisons with these figures in future years.

**Table 7. Dudley MBC – Employment Tribunal discrimination cases brought/disposed of April 2008 – March 2009**

Directorate	Case Details	Application Lodged	Outcome
Adult, Community and Housing*	Disability discrimination	November 2005	Settled outside of tribunal
Adult, Community and Housing	Disability discrimination	April 2008	Settled outside of tribunal
Adult, Community and Housing	Disability discrimination	April 2008	Ongoing
Adult, Community and Housing	Race discrimination	September 2008	Listed for hearing in December 2009
Adult, Community and Housing	Disability discrimination	November 2008	Ongoing
Children's Services*	Disability discrimination	January 2008	Ongoing
Children's Services	Race discrimination	February 2009	Listed for hearing in September 2009
Children's Services	Sex discrimination	March 2009	Listed for hearing in October 2009

\*Ongoing cases reported in previous annual review(s)

- 11.4 The next biennial survey of employees will be carried out in autumn 2009 and will continue to include some questions on employees' experience of discrimination in the organisation. Figures will be compared to those in previous surveys to see if any trends are emerging. These will need to be reviewed alongside other relevant workforce information.

## 12. Conclusions

- 12.1 Assessing the Council's progress with promoting equality and diversity remains an inexact science, particularly with changing understanding of concepts of equality and developing legislation.
- 12.2 Good progress continues to be made in implementing most aspects of the Equality Scheme action plan, although with some areas identified in the review where further work is required. In particular, there is a need to continue

embedding the equality impact assessment process into the Council's business.

- 12.3 Recent reviews of aspects of the Council's work on equality are being responded to through the implementation of action plans.
- 12.4 Figures for the proportion of the workforce who are disabled continue to be relatively low compared with the best performers amongst local authorities.
- 12.5 Overall, in summary, priorities for the next twelve months are suggested by the analysis in the annual review, namely:

- implementing actions aimed at increasing the proportion of the Council's employees who have a disability
- ensuring equality impact assessments are completed where appropriate, with improved monitoring and reporting arrangements and training provision
- reviewing the Equality Scheme, in the light of the implications for the Council and its partnerships of the forthcoming Equality Act
- progressing work against the Equality Framework and responding to any equality issues arising from the CAA.

Chief Executive's Directorate  
August 2009

## Appendix 1. Equality Scheme 2007-10 Action Plan Summary

Ref.	Action	Progress summary	Responsibility for items to be completed
<b>1.</b>	<b>All equality areas</b>		
1.1	Progress work through EDAG in response to the equality and diversity priority areas identified by Corporate Board to ensure there are clear action plans in place for each during 2007/08: <ul style="list-style-type: none"> <li>• developing clearer targets and desired outcomes</li> <li>• improving communications and celebrating success</li> <li>• improving approaches to consultation</li> <li>• identifying equality and diversity competencies required for managers and employees</li> </ul>	Range of actions taken – see review reports for details  Completed	
1.2	Implement the new approach to equality impact assessments across the Council from April 2007 using the agreed guidelines for undertaking these assessments	Completed	
1.3	Undertake full equality impact assessments of the listed services/policies during 2007/08	Programme revised in light of experience	
1.4	Develop annual programmes of equality impact assessments for each directorate for future years to be published in strategic/annual equality and diversity action plans	Continuing/ focus on EIAs identified as priority	Directorate lead officers/ADs Group
1.5	Review the approach to equality impact assessments in March/April 2008	No. of actions taken/ continuing	CEDLG
1.6	Produce Annual review of equality and diversity for lead Select Committee on corporate equality issues & Cabinet by September	Achieved/ continuing	Head of Policy



	each year to report on progress with implementing the Scheme		
1.7	Produce annual directorate equality and diversity reports for June/July select committee meetings and action plans for February/March select committee meetings each year to cover directorate contributions to the Scheme	Achieved/ continuing	Directorate lead officers
1.8	Develop equality and diversity web pages on the Council's website by the end of April 2007 to promote accessibility of reports and information related to the Council's approach and progress	Completed	
1.9	Undertake development work through the Equality and Diversity Advisory Group to integrate other equality strands within the Equality Scheme by April 2009 and meet the requirements of the Equality Standard for Local Government in this regard	Completed – Cabinet approval June 2009	
1.10	Continue to progress work against the Equality Standard for Local Government and to establish action plans to achieve subsequent levels of the revised standard	Standard replaced by new framework - continuing	CEDLG
1.11	Continue the transfer of further services to Dudley Council Plus in accordance with the customer access to services programme and develop a second customer access centre in 2007	Major review completed resulting in changes to programme	
1.12	Review & revise recruitment policy and procedure during 2007/08	Continuing	AD HR & Citizenship
1.13	Implement the remaining elements of the People Management Strategy 2006-08 relevant to promoting equality by March 2008	Superseded by new HR strategy	AD HR & Citizenship
1.14	Complete the updating of employee personal data and enter it on to the personnel system by July 2007	Completed	
1.15	Complete the introduction of the remaining elements of the Council's new personnel system by 2007/08	Completed against available resources	
1.16	Introduce an e-diversity training package for employees during	Continuing, rescheduled for	AD HR & Citizenship

	2007/08	2009/10	
1.17	Undertake training on promoting equality through procurement for employees and project teams involved in procurement during 2007	Completed	
1.18	Review support to community representatives and others who are engaged in equality policy development and scrutiny processes as part of implementation of Local Compact code of practice on volunteering	Engagement toolkit and strategy completed	
<b>2.</b>	<b>Race equality</b>		
2.1	Through Dudley Community Partnership's Community Cohesion Sub-Group, draw up a community cohesion action plan for the borough by June 2007	LAA delivery plan building on initial strategy	Head of Policy
2.2	Implement the actions for which the Council is responsible within the community cohesion action plan, including key projects	See above	
2.3	Work to achieve the identified targets set out in the Local Area Agreement (LAA)	Replaced by New Generation LAA	
2.4	Hold at least one major, Council-wide BME community consultation and information event a year	Achieved/continuing	AD Housing Strategy & Private Sector
2.5	Identify actions arising from the autumn 2007 Council-wide BME community consultation and information event for inclusion in this scheme	No. of actions identified	
2.6	Complete the audit of consultation with BME communities across the Council and establish good practice arising from this during 2007 (Head of Policy)	Completed – fed into community engagement toolkit	
2.7	Work in partnership with communities to hold annual events and activities for Black History Month	Achieved/continuing	AD Libraries, Archives & Adult Learning
2.8	Review Council's progress annually against Audit Commission's	Equality Framework being	

	self-assessment framework 'The Journey to Race Equality'	used instead	
2.9	At least maintain performance against Best Value Performance indicator 2b on promoting race equality	BVPIs replaced by national indicator set	
2.10	Complete the programmed race equality assessments by the end of May 2007	Replaced by equality impact assessments	
<b>3.</b>	<b>Disability equality</b>		
3.1	<p>Continue work to implement the range of strategies in place in relation to specific services to disabled people:</p> <ul style="list-style-type: none"> <li>• the Learning Disability Strategy 2005-08</li> <li>• Joint Mental Health Strategy for Dudley Health and Social Care Economy 2005-2010</li> <li>• 'Giving every child the opportunity to succeed ' – the Special Educational Needs Strategy and action plan (2005-09)</li> <li>• Accessibility Strategy</li> </ul>	<p>Revised strategy in place</p> <p>Mental health trust established</p> <p>Strategy reviewed</p> <p>To comply with requirements in Equality Bill</p>	<p>AD Learning Disability</p> <p>AD Children's Specialist Services</p> <p>AD Performance &amp; Partnerships</p>
3.2	Complete the review of services for children with a disability and produce a strategy during 2007	Review completed	
3.3	Develop a physical and sensory disabilities strategy by September 2007	Strategy completed	
3.4	Discuss with Access for Disabled People & Carers and employees with disabilities group how they wish to be involved in reviewing the scheme and in carrying out impact assessments by July 2007	Completed	
3.5	Maintain an access improvement programme for Council buildings and continue to improve the score against Best Value Performance Indicator 156 on disabled access subject to available resources	Programme continuing BVPIs replaced by national indicator set	Corporate Property Group
3.6	Examine options for and feasibility of updating the Council's series	New guides being produced	Disabled access

	of access guides to buildings across the borough during 2007/08		officer
3.7	Update Council's guide to services for disabled people published in response to the Disability Discrimination Act 1995 by March 2008	Being incorporated in updated 'Marcomms' toolkit	Head of Marketing & Communications
3.8	Continue to make improvements to signage to the Council's buildings during 2007/08	No. of improvements made	
3.9	Provide 900 households with an extended Telecare service over next two years (2007/8-2008/9)	Completed	
3.10	Publish comprehensive employment monitoring data for disability equality to match race equality requirements from 2006/07	Data published in annual review, although full range not felt useful	
3.11	Identify and implement actions to increase the percentage of the Council's workforce who are disabled from the April 2006 baseline	Action plan produced; incorporated in HR strategy	AD HR & Citizenship
3.12	Complete employee personal data audit and review its effectiveness with employees with disabilities group by March 2008	Completed	
3.13	Retain the JobCentre Plus's positive about disabled people status for the Council and undertake a further awareness raising campaign during 2007/08 to ensure managers and employees are fully aware of the commitments involved	Completed	
3.14	Improve the accessibility of the Council's intranet site for employees during 2007/08	Continuing	AD ICT
3.15	Review the appropriateness and usefulness of the categories to be used for gathering information on the effect of policies and practices on disabled people in employment and services	Awaiting national guidance	CEDLG
3.16	Review how Council provides important information about services to ensure that this reaches people across the range of disabilities	Marketing & communications EIA undertaken	
3.17	Review and improve the data collected in and from schools about	Continuing	AD Performance &

	disabled pupils		Partnership
3.18	Work with primary and special schools to assist them in developing their Disability Equality Schemes by December 2007	Completed	
3.19	Ensure that the needs of disabled employees are supported in efforts to promote volunteering amongst the Council's workforce during 2007/08 and to work with partners to identify opportunities to promote disabled people's involvement in public life	No. of actions taken	
<b>4.</b>	<b>Gender equality</b>		
4.1	Complete the grading and pay review	Timetable revised - continuing	Grading & pay policy group
4.2	Publish comprehensive employment monitoring data by gender to match the statutory race equality requirements, once the new personnel and payroll system has been fully implemented	Data published in annual review, although full range not felt useful	
4.3	Undertake further work during 2007/08 to identify and address areas of occupational segregation in the Council's workforce	Being taken forward through HR strategy	AD HR & Citizenship
4.4	Continue to run and develop the 'women into construction' programme operating in Housing Services	Continuing	AD Building Services
4.5	Work with partners on implementing the 'Gender inequality in care' project (subject to a successful bid for funding)	Bid unsuccessful	
4.6	Review the success of the modern apprenticeship programme in administration in attracting young people of both sexes	Continuing	Head of Learning & Development
4.7	Promote flexible working options particularly part-time working to men and women in the workforce	Continuing	AD HR & Citizenship
4.8	Continue to operate and promote the childcare vouchers for employees scheme	Achieved	
4.9	Promote awareness of transgender issues in employment to	Completed	

	managers through issuing advice and guidance during 2007/08		
4.10	Examine ways to achieve more flexibility in training to meet the needs of employees working part-time or non-standard hours	E-learning introduced	
4.11	Cover within the development of equality and diversity competencies need for managers to be aware of, and understand how to apply fairly, flexible working and other related policies	Completed – to be picked up in training review	AD HR & Citizenship
4.12	Work to achieve the identified targets set out in the Local Area Agreement from 2007/08 – 2009/10.	Replaced by New Generation LAA	
4.13	Review the approach to service monitoring by gender and produce a guide to equality monitoring during 2007/08	Awaiting national guidance on other equality areas	Head of policy
4.14	Implement the Dudley Carers strategy 2006-11	Continuing	AD older people & physical disability
4.15	Implement the requirements of the Childcare Act 2006	Continuing	AD early years, youth & education services
4.16	Provide assistance to schools in implementing their Gender Equality Schemes	Achieved	
4.17	Ensure that safety is a prime consideration in the development of new or replacement Council-owned car parks	Achieved	

Notes:

AD – Assistant Director

CEDLG/EDAG – Corporate equality and diversity leadership group (formerly Equality and diversity advisory group)

HR – human resources

LAA – Local Area Agreement

**Appendix 2(a) Dudley MBC workforce profile - 1 April 2009**

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
<b>Adult, Comm. &amp; Housing</b>	3162	909	28.7	98	10.8	2253	71.3	1474	65.4	2935	92.8	212	6.7	15	87	2.8
<b>Chief Executive's</b>	315	78	24.8	9	11.5	237	75.2	72	30.4	293	93.0	21	6.7	1	16	5.1
<b>Children's Serv. Head Office</b>	2038	382	18.7	154	40.3	1656	81.3	982	59.3	1735	85.1	172	9.0	131	39	1.9
<b>Children's Serv. Schools</b>	7586	1186	15.6	391	33.0	6400	84.4	4087	63.9	6810	89.8	301	4.2	475	53	0.7
<b>Finance, ICT &amp; Procurement</b>	665	235	35.3	21	8.9	430	64.7	181	42.1	614	92.3	46	7.0	5	21	3.2
<b>Law and Property</b>	220	101	45.9	10	9.9	119	54.1	44	37.0	199	90.5	20	9.1	1	9	4.1
<b>Urban Environment</b>	1641	1013	61.7	176	17.4	628	38.3	379	60.4	1553	94.6	63	3.9	25	61	3.7
<b>Total</b>	15627	3904	25.0	859	22.0	11723	75.0	7219	61.4	14139	90.5	835	5.6	653	286	1.8

**Appendix 2(b) Dudley MBC workforce profile - scale point 34 and above (principal officer and above) - 1 April 2009**

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
<b>Adult, Comm. &amp; Housing</b>	430	196	45.6	9	4.6	234	54.4	58	24.8	380	88.4	50	11.6	0	19	4.4
<b>Chief Executive's</b>	99	31	31.3	3	9.7	68	68.7	17	25.0	92	92.9	6	6.1	1	9	9.1
<b>Children's Serv. Head Office</b>	226	71	31.4	2	2.8	155	68.6	48	31.0	188	83.2	32	14.5	6	7	3.1
<b>Finance, ICT &amp; Procurement</b>	169	85	50.3	1	1.2	84	49.7	27	32.1	158	93.5	9	5.4	2	4	2.4
<b>Law and Property</b>	72	50	69.4	2	4.0	22	30.6	8	36.4	67	93.1	4	5.6	1	5	6.9
<b>Urban Environment</b>	227	165	72.7	4	2.4	62	27.3	10	16.1	217	95.6	10	4.4	0	11	4.8
<b>Total excluding schools</b>	1223	598	48.9	21	3.5	625	51.1	168	26.9	1102	90.1	111	9.2	10	55	4.5



**Appendix 2(c) Dudley MBC workforce profile below scale point 34 (senior officer and below) - 1 April 2009**

Directorate	All staff	Male	Male %	Male PT	PT % of Male	Female	Female %	Female PT	PT % of Female	White	White %	BME	BME %	Not known	Disabled	Disabled %
<b>Adult, Comm. &amp; Housing</b>	2676	669	25.0	89	13.3	2007	75.0	1415	70.5	2505	93.6	156	5.9	15	71	2.7
<b>Chief Executive's</b>	216	47	21.8	6	12.8	169	78.2	55	32.5	201	93.1	15	6.9	0	6	2.8
<b>Children's Serv. Head Office</b>	1803	309	17.1	151	48.9	1494	82.9	932	62.4	1542	85.5	140	8.3	121	31	1.7
<b>Finance, ICT &amp; Procurement</b>	496	150	30.2	20	13.3	346	69.8	154	44.5	456	91.9	37	7.5	3	16	3.2
<b>Law and Property</b>	148	51	34.5	8	15.7	97	65.5	36	37.1	132	89.2	16	10.8	0	4	2.7
<b>Urban Environment</b>	1393	844	60.6	168	19.9	549	39.4	352	64.1	1317	94.5	51	3.7	25	49	3.5
<b>Total excluding schools</b>	6732	2070	30.7	442	21.4	4662	69.3	2944	63.1	6153	91.4	415	6.3	164	178	2.6

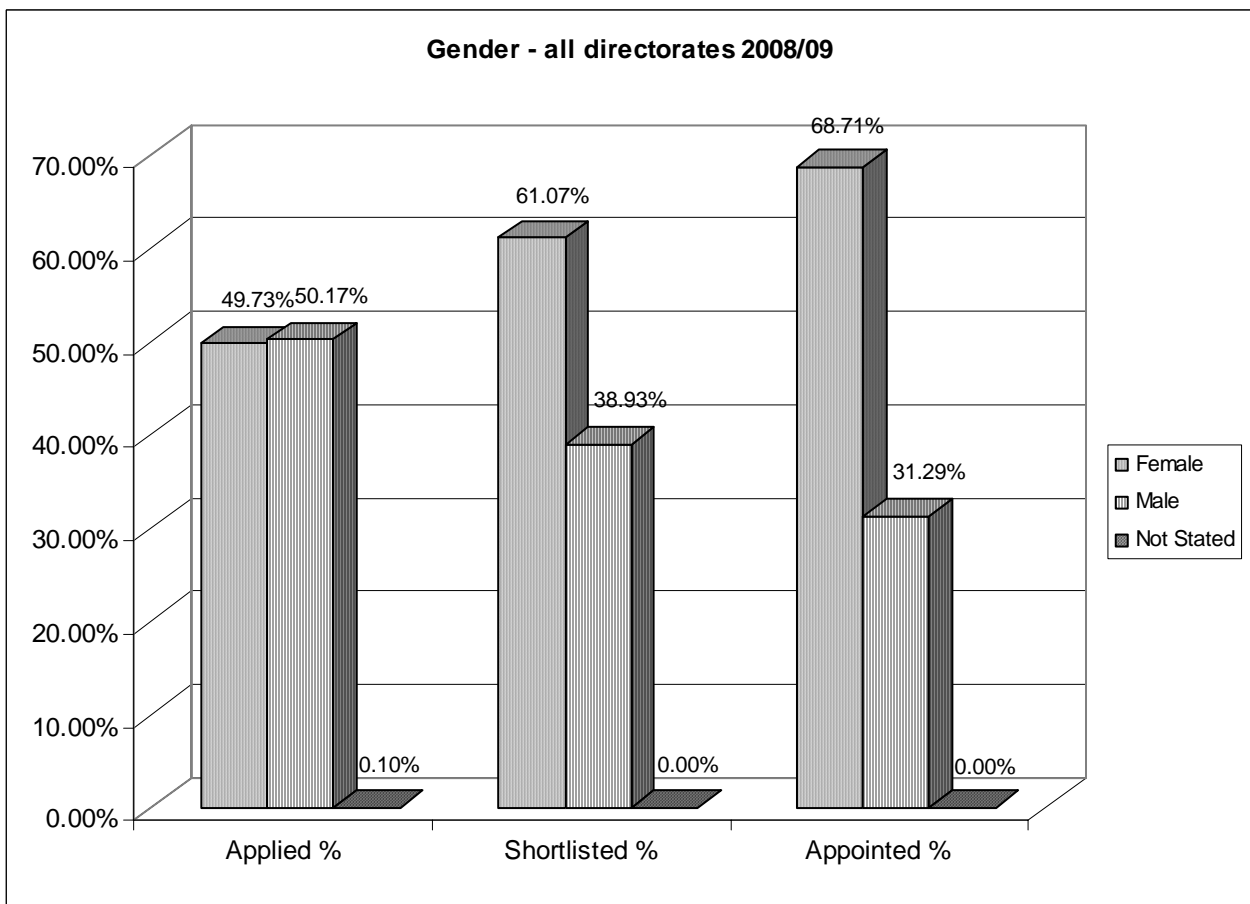
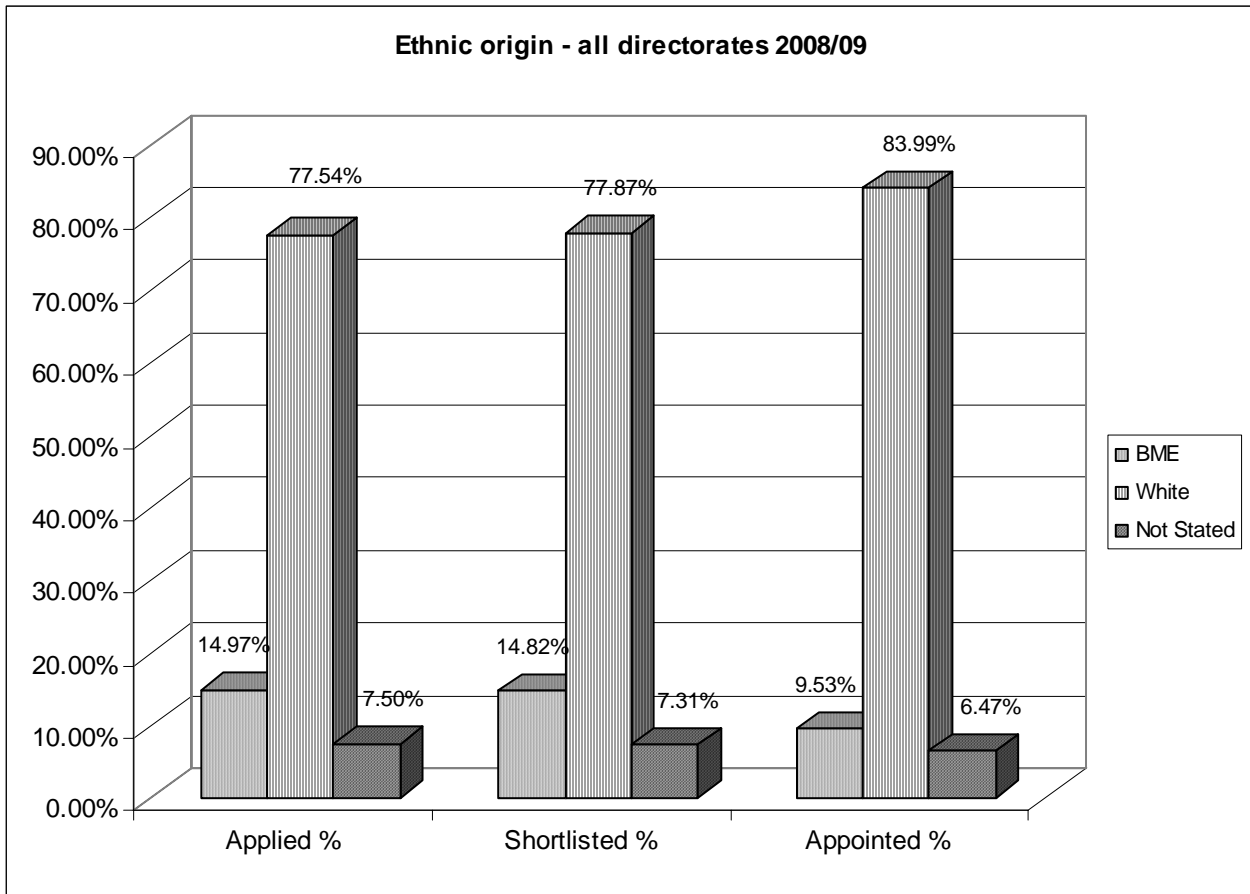
Notes to Appendices 2(a) to (c): PT – part-time (fewer than 37 hours a week)

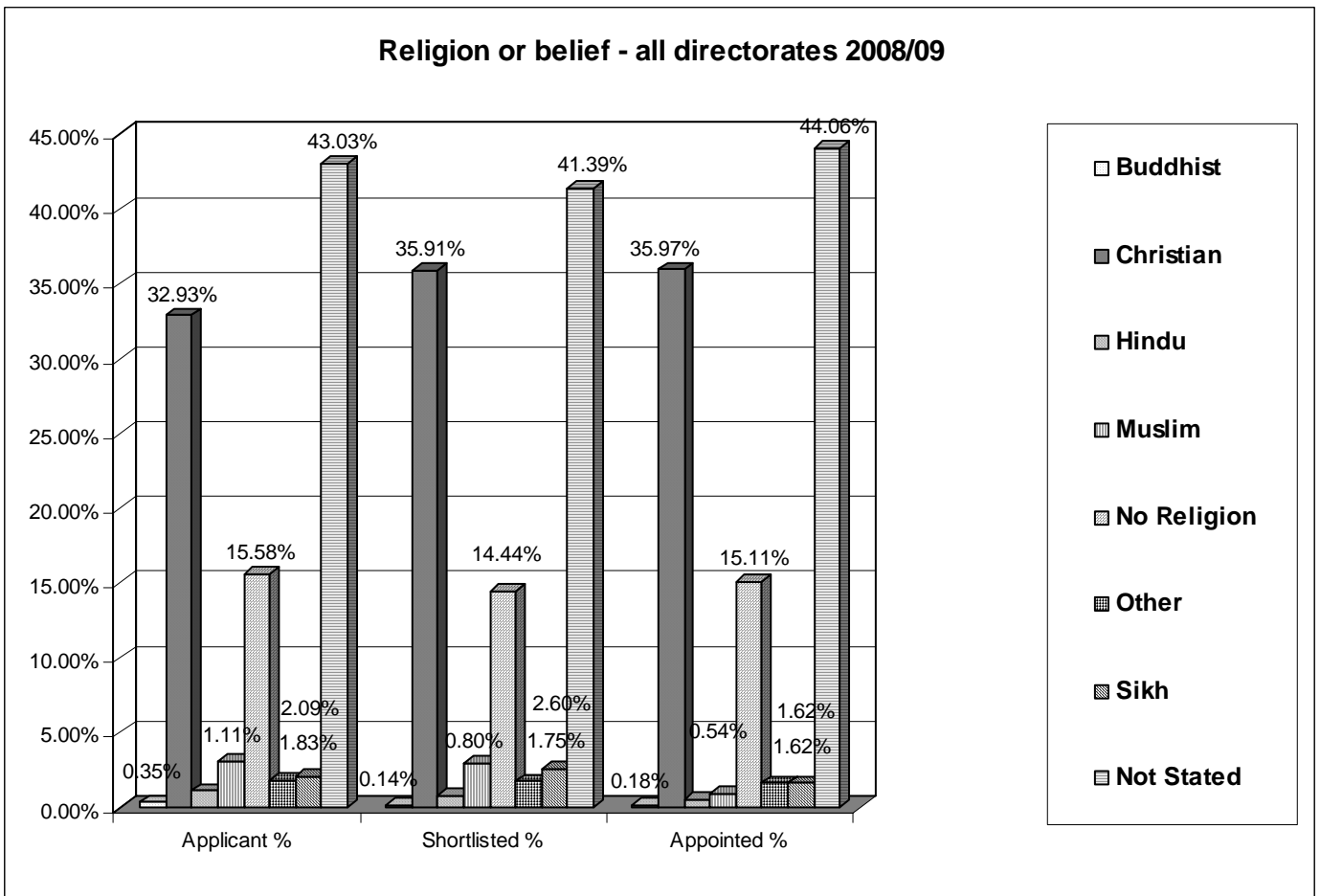
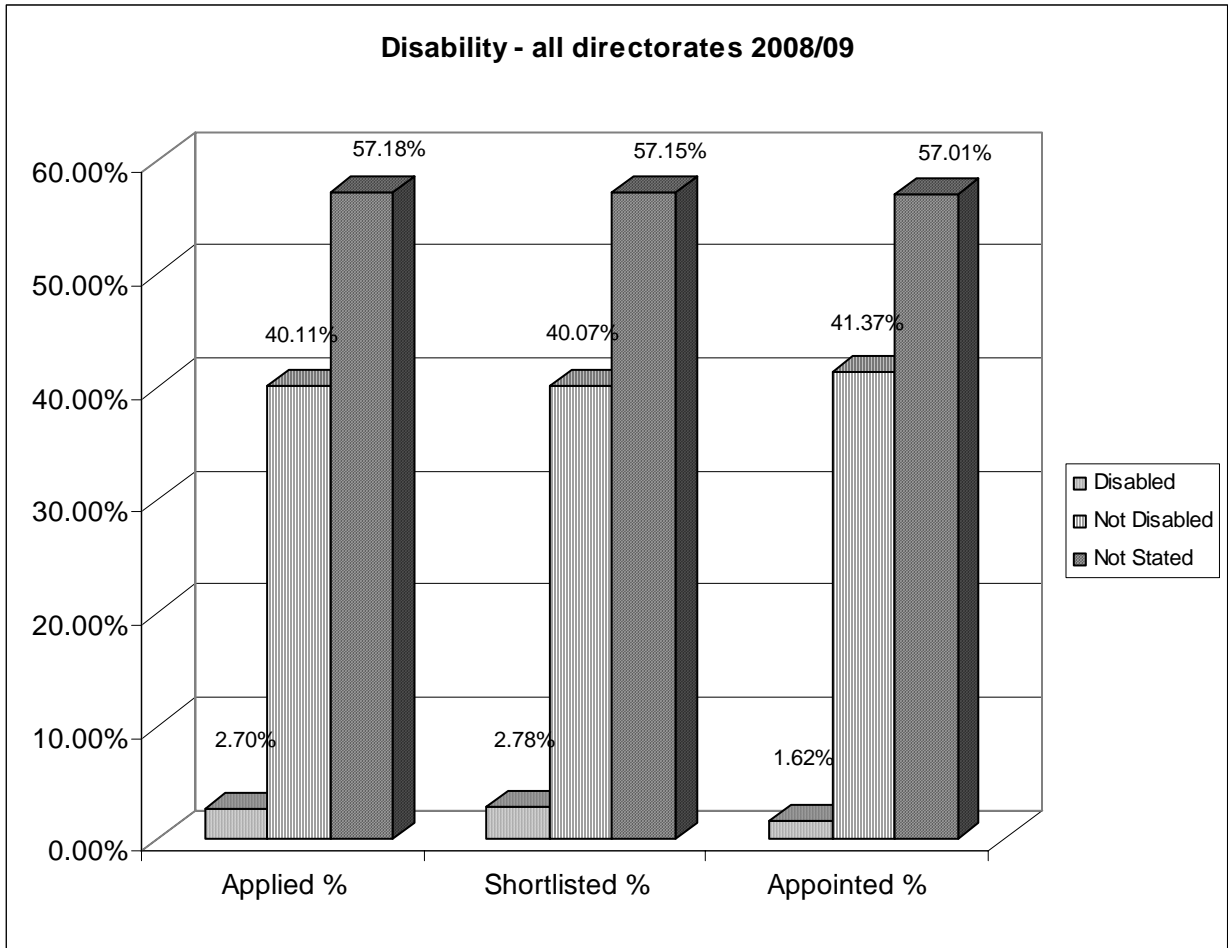
BME % excludes not knowns

**Appendix 2(d) Dudley MBC workforce profile by age - 1 April 2009**

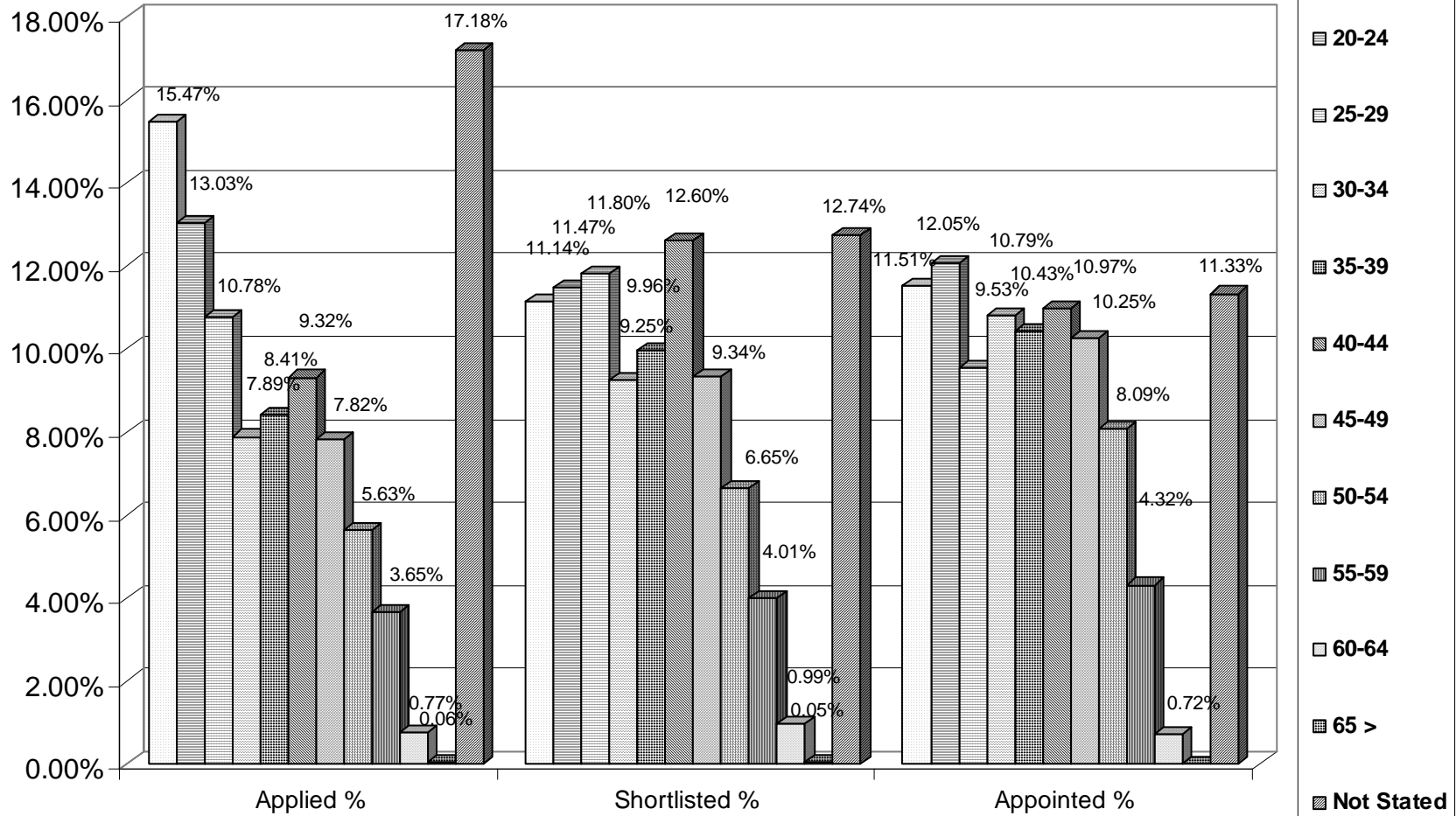
Directorate	All staff	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Not known
<b>Adult, Comm. &amp; Housing</b>	3162	194	193	210	373	483	534	465	405	243	61	0
<b>Chief Executive's</b>	315	69	29	31	29	41	30	30	33	13	10	0
<b>Children's Serv. Head Office</b>	2038	133	164	154	235	365	341	262	243	108	32	1
<b>Children's Serv. Schools</b>	7586	634	759	700	939	1163	1056	936	769	406	191	31
<b>Finance, ICT &amp; Procurement</b>	665	66	83	61	100	107	100	73	50	20	5	0
<b>Law and Property</b>	220	9	19	15	20	32	46	27	27	22	3	0
<b>Urban Environment</b>	1641	170	108	108	154	242	244	211	208	133	63	0
<b>Total</b>	15627	1275	1355	1279	1850	2433	2351	2004	1735	945	365	32
<b>Percent</b>		8.2	8.7	8.2	11.8	15.6	15.0	12.8	11.1	6.0	2.3	0.2

### Appendix 3. Dudley MBC recruitment monitoring – April 2008 – March 2009







Age - all directorates 2008/09




## Appendix 4. Statutory Monitoring by Racial Group 2008/09

See also Appendix 3 for recruitment monitoring by racial group

 Employment Monitoring by Racial Group (excluding schools, except where stated) 1 April 2008 – 31 March 2009	Asian or Asian British Category				Black or Black British Category			Chinese or Other Ethnic Category		Mixed Category				White Category			Not known	Overall Totals
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
<b>No. of employees (all grades, including schools)</b>																		
Adult, Community and Housing	5	64	28	9	9	63	6	2	4	5	1	13	3	2909	11	15	15	3162
Chief Executive's	0	6	4	0	1	4	1	1	0	0	0	1	3	291	0	2	1	315
Children's Services	27	161	88	18	20	112	9	4	11	9	2	20	12	8429	39	77	606	9624
Finance, ICT and Procurement	1	25	5	1	0	9	0	2	0	1	0	2	0	612	0	2	5	665
Law and Property	1	6	2	2	0	7	1	0	0	0	0	1	0	193	3	3	1	220
Urban Environment	0	28	6	0	0	18	3	2	0	2	0	4	0	1531	9	13	25	1641
<b>Totals</b>	<b>14</b>	<b>290</b>	<b>133</b>	<b>30</b>	<b>30</b>	<b>213</b>	<b>20</b>	<b>11</b>	<b>15</b>	<b>17</b>	<b>3</b>	<b>41</b>	<b>18</b>	<b>13965</b>	<b>62</b>	<b>112</b>	<b>1641</b>	<b>15627</b>

 <b>Employment Monitoring by Racial Group (excluding schools)</b> <b>1 April 2008 – 31 March 2009</b>	<b>Asian or Asian British Category</b>				<b>Black or Black British Category</b>			<b>Chinese or Other Ethnic Category</b>		<b>Mixed Category</b>				<b>White Category</b>			<b>Overall Totals</b>
	<b>Pakistani (P)</b>	<b>Indian (I)</b>	<b>Bangladeshi (B)</b>	<b>Any Other Asian Background (OA)</b>	<b>African (A)</b>	<b>Caribbean (C)</b>	<b>Any Other Black Background (OB)</b>	<b>Chinese (Ch)</b>	<b>Other (O)</b>	<b>Asian &amp; White (AW)</b>	<b>Black African &amp; White (BAW)</b>	<b>Black Caribbean &amp; White (BCW)</b>	<b>Other Mixed Background (OM)</b>	<b>British (BW)</b>	<b>Irish (IW)</b>	<b>Other White (OW)</b>	
<b>Number of employees promoted to higher graded posts</b>																	
Adult, Community and Housing Chief Executive's							1			11				17			29
Children's Services			1		1									21			23
Finance, ICT and Procurement		1	1											16			18
Law and Property							1							2			3
Urban Environment														27			27
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>86</b>	<b>0</b>	<b>0</b>	<b>103</b>
<b>Number of secondments to higher graded posts</b>																	
Adult, Community and Housing Chief Executive's				1										18			19
Children's Services							1							6			6
Finance, ICT & Procurement		1	1											9			11
Law and Property																	0
Urban Environment														1			1
<b>Totals</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>44</b>
<b>Number of employees requesting short-course skills or knowledge training</b>																	
Adult, Community and Housing Chief Executive's	15	122	54	22	19	142	21	1	6	3	2	23	4	6283	13	27	6757
Children's Services	2	5	7	12	9	8	2					1		142			149
Finance, ICT and Procurement		17	1		2	3		2						318	1	3	368
Law and Property	1	4	2	2		1								318			344
Urban Environment		22				17		2		1		1		112	2		125
<b>Totals</b>	<b>18</b>	<b>172</b>	<b>67</b>	<b>36</b>	<b>30</b>	<b>171</b>	<b>23</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>28</b>	<b>4</b>	<b>7880</b>	<b>16</b>	<b>30</b>	<b>8493</b>

 <b>Employment Monitoring by Racial Group (excluding schools)</b> <b>1 April 2008 – 31 March 2009</b>	<b>Asian or Asian British Category</b>				<b>Black or Black British Category</b>			<b>Chinese or Other Ethnic Category</b>		<b>Mixed Category</b>				<b>White Category</b>			<b>Overall Totals</b>
	<b>Pakistani (P)</b> <b>Indian (I)</b> <b>Bangladeshi (B)</b> <b>Any Other Asian Background (OA)</b>				<b>African (A)</b> <b>Caribbean (C)</b> <b>Any Other Black Background (OB)</b>			<b>Chinese (Ch)</b> <b>Other (O)</b>		<b>Asian &amp; White (AW)</b> <b>Black African &amp; White (BAW)</b> <b>Black Caribbean &amp; White (BCW)</b> <b>Other Mixed Background (OM)</b>				<b>British (BW)</b> <b>Irish (IW)</b> <b>Other White (OW)</b>			
	B	I	P	OA	A	C	OB	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	
<b>No. of employees receiving short course skills or knowledge training</b>																	
Adult, Community and Housing	15	114	52	20	17	133	16	1	6	2	2	21	3	5635	12	27	6076
Chief Executive's		2	3								1	1		137			146
Children's Services	2	9	6	13	9	8	2					1		466	1	3	520
Finance, ICT and Procurement		21	1			5		2				1		363			393
Law and Property	1	4	2	2		1	1					1		119	2		133
Urban Environment		22				17		2		1		1		707			750
<b>Totals</b>	<b>18</b>	<b>172</b>	<b>64</b>	<b>35</b>	<b>26</b>	<b>164</b>	<b>19</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>26</b>	<b>3</b>	<b>7429</b>	<b>15</b>	<b>30</b>	<b>8018</b>
<b>No. of employees requesting vocational/professional training</b>																	
Adult, Community and Housing		6	3	7		7								131			154
Chief Executive's		1	1								1	1		52			56
Children's Services		4	1	1	2		1							149		1	159
Finance, ICT and Procurement		3				4								30			37
Law and Property						1								13			14
Urban Environment																	0
<b>Totals</b>	<b>0</b>	<b>14</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>375</b>	<b>0</b>	<b>1</b>	<b>420</b>
<b>No. of employees receiving vocational/ professional training.</b>																	
Adult, Community and Housing		5	3	5		6								128			147
Chief Executive's		1	1								1	1		45			49
Children's Services		3		1	1	1	1							177			184
Finance, ICT and Procurement		2				2						1		19			24
Law and Property						1								13			14
Urban Environment																	0
<b>Totals</b>	<b>0</b>	<b>11</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>382</b>	<b>0</b>	<b>0</b>	<b>418</b>





**Employment Monitoring by Racial Group (excluding schools)**

**1 April 2008 – 31 March 2009**

	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	Ch	O	AW	BAW	BCW	OM	BW	IW	OW	
<b>No. of employees receiving performance assessments</b>																	
Adult, Community and Housing		9	9	2	3	12	1	2		1		2	1	643		4	689
Chief Executive's		3	2			2					1	2		178			188
Children's Services	3	9	5	18	5	24	4	1	1	1		3	1	944	1	4	1024
Finance, ICT and Procurement	1	19	7	1	1	7		2		1		3		575			617
Law and Property	1	7		2		6						1		176	4	1	198
Urban Environment		17	4			8		2		2		1		461	1	8	504
<b>Totals</b>	<b>5</b>	<b>64</b>	<b>27</b>	<b>23</b>	<b>9</b>	<b>59</b>	<b>5</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>12</b>	<b>2</b>	<b>2977</b>	<b>6</b>	<b>17</b>	<b>3220</b>
<b>No. of employees suffering disadvantage as a result of performance assessment</b>																	
Adult, Community and Housing																	0
Chief Executive's																	0
Children's Services																	0
Finance, ICT and Procurement																	0
Law and Property																	0
Urban Environment																	0
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>No. of employees who have raised formal grievances.</b>																	
Adult, Community and Housing		1	2	1		1				1				21			27
Chief Executive's																	0
Children's Services		1	1											8			10
Finance, ICT and Procurement																	0
Law and Property																	0
Urban Environment														10			10
<b>Totals</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>47</b>



**Employment Monitoring by Racial Group (excluding schools)**

**1 April 2008 – 31 March 2009**

	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	Ch	O	AW	BAW	BCW	OM	BW	IW	OW		
<b>Number of employees having disciplinary action taken against them</b>																		
Adult, Community and Housing														5			5	
Chief Executive's																	0	
Children's Services						1								5			6	
Finance, ICT and Procurement						1								2			3	
Law and Property																	0	
Urban Environment												1		12			13	
<b>Totals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>24</b>	<b>0</b>	<b>0</b>	<b>27</b>