

Race Equality Performance and Service Monitoring Report

The Highland Council

2006

The following report details the Council's monitoring racial equality on the following topics:

- 1) Employees in post by ethnic origin;
- 2) Recruitment by ethnic origin;
- 3) Training by ethnic origin;
- 4) Grievances and disciplinary cases by ethnic origin;
- 5) Employees who benefit or suffer from performance assessment.
- 6) Employees leaving the Council by ethnic origin

1) Highland Council employees in post by ethnic origin

The number of staff in post for the last quarter of 2006 (Oct-Dec), by ethnic origin and by Service, is as follows. This data is taken from the first data collection exercise carried out in the last quarter of 2006. The percentage of responses returned was 37% of the December 2006 Staffing Watch total number of employees. A second exercise is planned to begin in February 2007 to collect data from staff who did not respond to the first exercise.

Ethnic Origin	Chief Executive's	Corporate Services	Education, Culture and Sport	Finance	Housing	Planning and Development	Property and Architectural Services	Social Work	TEC Services	Total
Any Mixed Background	0	0	*	0	0	0	0	*	0	*
Asian Bangladeshi	0	0	0	0	0	0	0	0	0	0
Asian Chinese	0	0	*	0	0	0	0	*	0	*
Asian Indian	0	0	0	0	0	0	0	*	0	*
Asian Other Asian Background	0	0	*	0	0	0	0	*	0	5
Asian Pakistani	0	0	*	0	0	0	0	0	0	*
Black African	0	0	*	0	0	0	0	0	0	*
Black Caribbean	0	0	0	0	0	0	0	0	0	0
Black Other Black Background	0	0	0	0	0	0	0	0	0	0
Other Ethnic Background	0	0	*	0	0	0	0	0	0	*
White Irish	*	*	22	0	0	*	0	*	*	33
White Other British	8	16	425	22	20	19	12	159	42	723
White Other White Background	*	*	94	*	*	*	0	28	*	136
White Scottish	67	81	2201	141	89	67	52	681	346	3725
Information Not Disclosed	0	0	9	0	0	1	0	4	5	19
Information Not Returned	121	118	4756	208	267	132	89	1612	804	8107
Total	201	218	7518	373	377	222	153	2495	1203	12760

a. *Where numbers of ethnic minorities total 5 or less the exact figures are not reported publicly.

Highland Council Ethnic Profile compared with Highland population profile as recorded in the 2001 Census.

Ethnic Origin	Highland Council	Highland Population
Any Mixed Background	0.09%	0.21%
Asian Bangladeshi	0.00%	0.06%
Asian Chinese	0.04%	0.13%
Asian Indian	0.02%	0.08%
Asian Other Asian Background	0.11%	0.06%
Asian Pakistani	0.02%	0.06%
Black African	0.02%	0.04%
Black Caribbean	0.00%	0.04%
Black Other Black Background	0.00%	0.02%
Other Ethnic Background	0.07%	0.10%
White Irish	0.74%	0.56%
White Other British	16.16%	12.67%
White Other White Background	3.04%	1.43%
White Scottish	83.28%	84.54%

2) Recruitment by ethnic origin

(a) Applicants for Employment/Promotion (Jan-Dec 2006)

Ethnic Origin	Applied		Shortlisted		Appointed	
	No.	%	No.	%	No.	%
Any Mixed Background					0	0.00%
Asian Bangladeshi					0	0.00%
Asian Chinese					0	0.00%
Asian Indian					0	0.00%
Asian Other Asian Background					*	*
Asian Pakistani					0	0.00%
Black African					0	0.00%
Black Caribbean					0	0.00%
Black Other Black Background					0	0.00%
Other Ethnic Background					*	*
White Irish					0	0.00%
White Other British					44	2.68%
White Other White Background					16	0.98%
White Scottish					169	10.31%
Information Not Disclosed					1	0.06%

- a. Application and Shortlisting figures are not yet available but will be reported in 2nd quarter of 2007.
- b. The quantity of this data will be improved considerably for the 1st quarter of 2007 as new data capture processes better inform the monitoring process.
- c. * Where numbers total 5 or less the exact figures will not be reported publicly.

(b) Applicants for Employment/Promotion (Internal) (Jan-Dec 2006)

Ethnic Origin	Applied		Shortlisted		Appointed	
	No.	%	No.	%	No.	%
Any Mixed Background					0	0.00%
Asian Bangladeshi					0	0.00%
Asian Chinese					0	0.00%
Asian Indian					0	0.00%
Asian Other Asian Background					0	0.00%
Asian Pakistani					0	0.00%
Black African					0	0.00%
Black Caribbean					0	0.00%
Black Other Black Background					0	0.00%
Information Not Disclosed					0	0.00%
White Irish					0	0.00%
White Other British					0	0.00%
White Other White Background					*	0.79%
White Scottish					21	8.30%
Other Ethnic Background					0	0.00%

- a. Application and Shortlisting figures are not yet available but will be reported in 2nd quarter of 2007.
- b. The quantity of this data will be improved considerably for the 1st quarter of 2007 as new data capture processes better inform the monitoring process.
- c. * Where numbers total 5 or less the exact figures will not be reported publicly.

3) Training by ethnic origin (Jan-Dec 2006)

Ethnic Origin	Applied		Approved	
	No.	%	No.	%
Any Mixed Background			0	0.00%
Asian Bangladeshi			0	0.00%
Asian Chinese			0	0.00%
Asian Indian			0	0.00%
Asian Other Asian Background			*	*
Asian Pakistani			0	0.00%
Black African			0	0.00%
Black Caribbean			0	0.00%
Black Other Black Background			0	0.00%
Other Ethnic Background			0	0.00%
White Irish			7	0.23%
White Other British			229	7.50%
White Other White Background			28	0.92%
White Scottish			1057	34.63%
Information Not Disclosed			*	*
Information Not Returned			1726	56.55%
Total			3052	100.00%

- a. Application figures are not yet available but will be reported in 2nd quarter of 2007.
- b. * Where numbers total 5 or less the exact figures will not be reported publicly.

4) Grievances and disciplinary cases by ethnic origin (Jan-Dec 2006)

Ethnic Origin	Disciplinary		Grievance	
	No.	%	No.	%
Any Mixed Background	0	0.00%	0	0.00%
Asian Bangladeshi	0	0.00%	0	0.00%
Asian Chinese	0	0.00%	0	0.00%
Asian Indian	0	0.00%	0	0.00%
Asian Other Asian Background	0	0.00%	0	0.00%
Asian Pakistani	0	0.00%	0	0.00%
Black African	0	0.00%	*	*
Black Caribbean	0	0.00%	0	0.00%
Black Other Black Background	0	0.00%	0	0.00%
Other Ethnic Background	0	0.00%	0	0.00%
White Irish	0	0.00%	0	0.00%
White Other British	*	2.22%	*	*
White Other White Background	0	0.00%	0	0.00%
White Scottish	*	4.44%	21	20.79%
Information Not Disclosed	0	0.00%	0	0.00%
Information Not Returned	42	93.33%	78	77.23%
Total	45	100.00%	101	100.00%

- a. The unusually high incidence of grievance claims is due to the inclusion of 58 Equal Pay grievances.
- b. The high number of non-returns in relation to disciplinary cases is due to the fact of the small numbers involved and that in some cases dismissal may have take place before the time of year that the survey was issued.
- c. Information not returned in each area should reduce in the 1st quarter of 2007 following the second data collection exercise for existing employees.
- d. * Where numbers total 5 or less the exact figures will not be reported publicly

5) Employees who benefit or suffer from performance assessment

The Highland Council do not operate a performance assessment system. Our Personal Development Plan (PDP) system focuses on training and development and as such staff do not receive any financial benefit or detriment as a result of the operation of the system.

6) Employees leaving the Council by ethnic origin

The number of employees leaving the Council in the period January to December 2006 by ethnic origin by Service is as noted below:

	Chief Executive's	Corporate Services	Education, Culture and Sport	Finance	Housing	Planning and Development	Property and Architectural Services	Social Work	TEC Services	Total
Any Mixed Background	0	0	0	0	0	0	0	0	0	0
Asian Bangladeshi	0	0	0	0	0	0	0	0	0	0
Asian Chinese	0	0	0	0	0	0	0	0	0	0
Asian Indian	0	0	0	0	0	0	0	0	0	0
Asian Other Asian Background	0	0	*	0	0	0	0	0	0	*
Asian Pakistani	0	0	0	0	0	0	0	0	0	0
Black African	0	0	0	0	0	0	0	0	0	0
Black Caribbean	0	0	0	0	0	0	0	0	0	0
Black Other Black Background	0	0	0	0	0	0	0	0	0	0
Other Ethnic Background	0	0	0	0	0	0	0	0	0	0
White Irish	*	0	*	0	0	0	0	0	0	*
White Other British	0	0	23		2	2	1	7	6	41
White Other White Background	0	0	*	0	0	0	0	*	*	5
White Scottish	1	2	70	5	1	1	0	33	21	134
Information Not Disclosed	0	0	1	0	0	0	0	0	0	1

- a. The bulk of those leaving employment in 2006 (including seasonal staff) would not have received the survey, since it was conducted during the final quarter of 2006. This will be remedied in the figures for the 1st quarter of 2007.
- b. * Where numbers of ethnic minorities total 5 or less the exact figures are not reported publicly