

Race Equality Employment Monitoring Report

The Highland Council

January – March 2007

Introduction

The Highland Council is committed through policy and action to eliminate discrimination and promote equality. The Council is particularly aware of the duties under the Race Relations (Amendment) Act 2000 in terms of monitoring employment practices in relation to ethnicity and is committed to meeting these.

The data contained in the report is relevant to the period January – March 2007 and is published on the Council's website. An annual report will be prepared for consideration by the Council's Resources Committee in the January following the reporting year.

Analysis

The following report details the Council's monitoring of 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

At the time of publishing the Highland Council can produce reports based on the ethnic origin of 53% of employees. To date, two surveys have been carried out requesting this information. Another survey is planned and data is collected from all new employees and applicants for jobs.

Tables 1a and 1b detail the number of Highland Council employees in post by ethnic origin and compare these with the ethnic profile of the Highland population as recorded in the 2001 Census. 0.4% of the Highland Council's employees are from a non-white ethnic category classifications. According to the 2001 Census, the non-white population of Highland is 0.8%. 2.5% of the Council's employees are from the other white background ethnic category as compared to 1.4% of the Highland population. The majority of Council employees (82%) are from the white Scottish ethnic category as compared to 85% of the Highland population.

Table 2a details the number of external applicants who have applied for, been short listed for, and appointed to vacant posts at the Highland Council. Of the 987 applicants from the white categories, 119 (12%) were

successful in being appointed. Of the 38 applicants from other ethnic categories, 4 (11%) were successful in being appointed.

Given the small numbers involved it is difficult to draw firm conclusions from the analysis of these figures, however, for the purpose of action planning it has been assumed that although employees from the white Scottish category are not over-represented in the workforce action will be taken to ensure that any barriers to the recruitment of employees from non-white categories are identified and addressed.

Table 3, details the number of employees applying for and receiving training. There is no evidence of unequal treatment from these figures however the Council is mindful of its duty in this area and will work to identify and remove any barriers to equal training provision.

Table 4 details the Council's monitoring of grievance and disciplinary cases. Given the very small number of cases it is not possible to analyse this data in any detail, however it is planned that, as longer term data becomes available, analysis will be more productive in supporting the Council in eliminating any unfair discrimination.

Table 6 details the numbers of employees leaving the Council by ethnic origin. It is not possible to identify any trends from the data to date.

Given the small number of people from minority ethnic communities living in Highland, and reflected in the Council workforce, it is difficult to draw firm conclusions from the analysis. Despite the small numbers it is hoped that over time monitoring will provide evidence of any trends that need to be analysed and addressed. The Council is committed to monitoring, analysing and publishing this data as part of our strategy of promoting race equality and will what analysis we can carry out to inform our Race Equality Scheme Action Plan.

For data protection purposes, where records of ethnicity categories total 5 or less the exact figures are not reported publicly.

1a. Highland Council employees in post by ethnic origin

The number of staff in post for the first quarter of 2007 (Jan-Mar), by ethnic origin and by Service, is as follows.

Ethnic Origin	Chief Executive's	Corporate Services	Education, Culture and Sport	Finance	Housing	Property and Architectural Services	Planning and Development	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	*
Asian Other Asian Background	0	0	*	0	0	0	0	*	0	*
Asian Pakistani	0	0	*	0	0	0	0	0	0	*
Black African	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	*	*	34	0	0	0	*	7	*	48
White Other British	11	19	600	26	22	12	21	217	59	987
White Other White Background	*	*	120	*	*	0	*	33	6	168
White Scottish	85	103	3429	170	111	64	76	1020	447	5505
Information Not Disclosed	0	0	30	0	0	0	*	9	7	49
Information Not Returned	101	97	3418	174	240	76	115	1145	717	6083
Total	202	222	7645	372	374	152	218	2439	1238	12862

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

1b. Highland Council Ethnic Profile compared with Highland population profile as recorded in the 2001 Census.

Ethnic Origin	Highland Council	Highland Population
Any Mixed Background	0.06%	0.21%
Asian Bangladeshi	0.00%	0.06%
Asian Chinese	0.03%	0.13%
Asian Indian	0.03%	0.08%
Asian Other Asian Background	0.09%	0.06%
Asian Pakistani	0.03%	0.06%
Black African	0.03%	0.04%
Black Caribbean	0.00%	0.04%
Black Other Black Background	0.00%	0.02%
Other Ethnic Background	0.06%	0.10%
White Irish	0.71%	0.56%
White Other British	14.67%	12.67%
White Other White Background	2.50%	1.43%
White Scottish	81.80%	84.54%

a. Recruitment by ethnic origin

a. Applicants for Employment (External) (Jan-Mar 2007)

Ethnic Origin	Applied		Shortlisted		Appointed	
	No.	%	No.	%	No.	%
Any Mixed Background	*	*	*	*	*	*
Asian Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Asian Chinese	*	*	0	0.00%	0	0.00%
Asian Indian	*	*	*	*	*	*
Asian Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Asian Pakistani	*	*	0	0.00%	0	0.00%
Black African	*	*	0	0.00%	0	0.00%
Black Caribbean	*	*	*	*	0	0.00%
Black Other Black Background	*	*	*	*	0	0.00%
Other Ethnic Background	26	2.41%	9	2.12%	*	*
White Irish	*	*	*	*	0	0.00%
White Other British	255	23.61%	100	23.53%	22	17.19%
White Other White Background	66	6.11%	31	7.29%	7	5.47%
White Scottish	661	61.20%	260	61.18%	90	70.31%
Information Not Disclosed	55	5.09%	18	4.24%	5	3.91%

- a. * Where numbers total 5 or less the exact figures will not be reported publicly.

b. Applicants for Employment/Promotion (Internal) (Jan-Mar 2007)

Ethnic Origin	Applied		Shortlisted		Appointed	
	No.	%	No.	%	No.	%
Any Mixed Background	0	0.00%	0	0.00%	0	0.00%
Asian Bangladeshi	0	0.00%	0	0.00%	0	0.00%
Asian Chinese	0	0.00%	0	0.00%	0	0.00%
Asian Indian	0	0.00%	0	0.00%	0	0.00%
Asian Other Asian Background	0	0.00%	0	0.00%	0	0.00%
Asian Pakistani	0	0.00%	0	0.00%	0	0.00%
Black African	0	0.00%	0	0.00%	0	0.00%
Black Caribbean	0	0.00%	0	0.00%	0	0.00%
Black Other Black Background	0	0.00%	0	0.00%	0	0.00%
Other Ethnic Background	*	*	0	0.00%	0	0.00%
White Irish	*	*	*	*	0	0.00%
White Other British	58	16.71%	37	18.14%	25	22.12%
White Other White Background	17	4.90%	14	6.86%	*	*
White Scottish	236	68.01%	129	63.24%	73	64.60%
Information Not Disclosed	33	9.51%	22	10.78%	11	9.73%

- a. * Where numbers total 5 or less the exact figures will not be reported publicly.

3. Training by ethnic origin (Jan-Mar 2007)

Ethnic Origin	Applied		Received	
	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%	0	0.00%
Black Caribbean	0	0.00%	0	0.00%
Black Other Black Background	0	0.00%	0	0.00%
Other Ethnic Background	*	*	*	*
White Irish	*	*	*	*
White Other British	44	5.92%	44	5.92%
White Other White Background	6	0.81%	6	0.81%
White Scottish	185	24.90%	185	24.90%
Information Not Disclosed	*	*	*	*
Information Not Returned	504	67.83%	504	67.83%

- a. * Where numbers total 5 or less the exact figures will not be reported publicly.

4. Grievances and disciplinary cases by ethnic origin (Jan-Mar 2007)

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%	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	0	0.00%	0	0.00%
White Other White Background	0	0.00%	0	0.00%
White Scottish	*	14.29%	*	*
Information Not Disclosed	0	0.00%	0	0.00%
Information Not Returned	6	85.71%	18	81.82%

- a. These figures include 15 Equal Pay grievance claims.
- b. * 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 employees 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 March 2007 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	*
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	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	0	0	0
White Other British	0	*	12	0	*	0	*	*	*	24
White Other White Background	0	0	*	0	0	0	0	*	0	*
White Scottish	*	*	35	*	*	*	0	15	6	67
Information Not Disclosed	0	0	0	0	0	0	0	*	0	*

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