

# **Equalities in Employment Monitoring Report**

**The Highland Council**

December 2012

## 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 Equality Act 2010 in terms of employment monitoring and is committed to meeting these.

The data contained in the report is relevant for the period April 2012 – December 2012.

This report includes the findings of analysis relating to age, disability, ethnic group and gender. The Council currently holds data on 100% of the workforce in relation to age and gender and 51% of the workforce in relation to disability and ethnic group. The Council does not currently hold data in relation to the other protected characteristics.

With effect from 1 April 2013 data relating to all protected characteristics will be collected from all new employees through the National Recruitment Portal. A supplementary survey exercise is being carried out to collect outstanding data from current staff, in the same format, to allow full reporting.

Analysis of data relating to age distribution shows a high proportion of staff aged between 41 and 60 years of age and a low proportion of staff aged 30 and under. Comparison of the two major groups, teaching staff and Scottish Joint Council (SJC) staff show an even more marked skew in the teaching workforce where the most populace is the 51 to 60 years old group.

SJC staff under 30 are found predominantly in the Technical & Practical and Personal Care job families and in the lower grades 1 to 5. Almost all staff who continue to work beyond 71 years of age do so in Technical & Practical jobs.

1.96% of the Council workforce identify as being disabled. Over the reporting period 5.4% of new starts recruited reported as being disabled.

Based on the 51% of the workforce on whom the Council hold data, the make up of ethnic groups employed by the Council largely reflects the wider Highland population as described in the 2001 census. During the reporting period the population of Black & Ethnic Minority staff was unchanged with no new starts or leavers. 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.

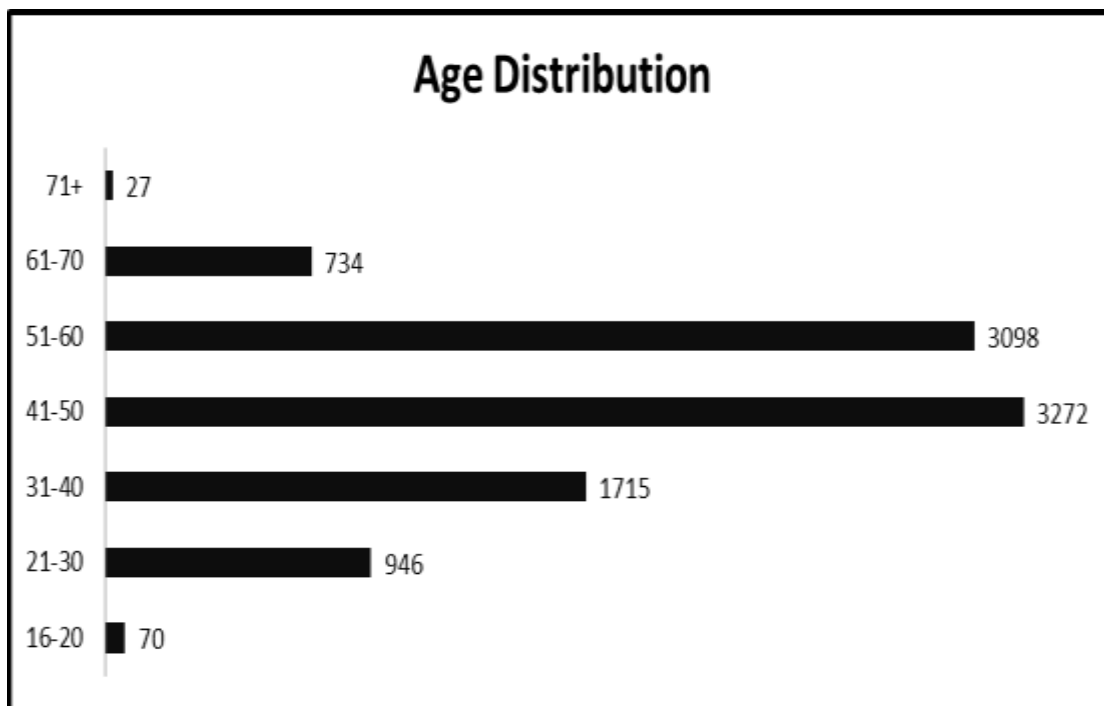
Analysis of the data relating to gender shows a predominantly female workforce (72%). There is significant gender segregation with Business Support and Personal Care jobs being largely carried out by female employees. Although Technical & Practical jobs are carried out by similar number of males and females, within this job family community works jobs are almost exclusively carried out by male employees with female employees making up most of the catering and cleaning workforce. The Craft group is also almost exclusively male.

SJC female staff are under-represented in grades 5 and above. This may be due to the availability of part time and part year employment. Part time employment is found predominantly in grades 5 and below. The full time and part time gender pay gaps for local authority and education authority staff are published separately as is the equal pay statement and further details on gender segregation.

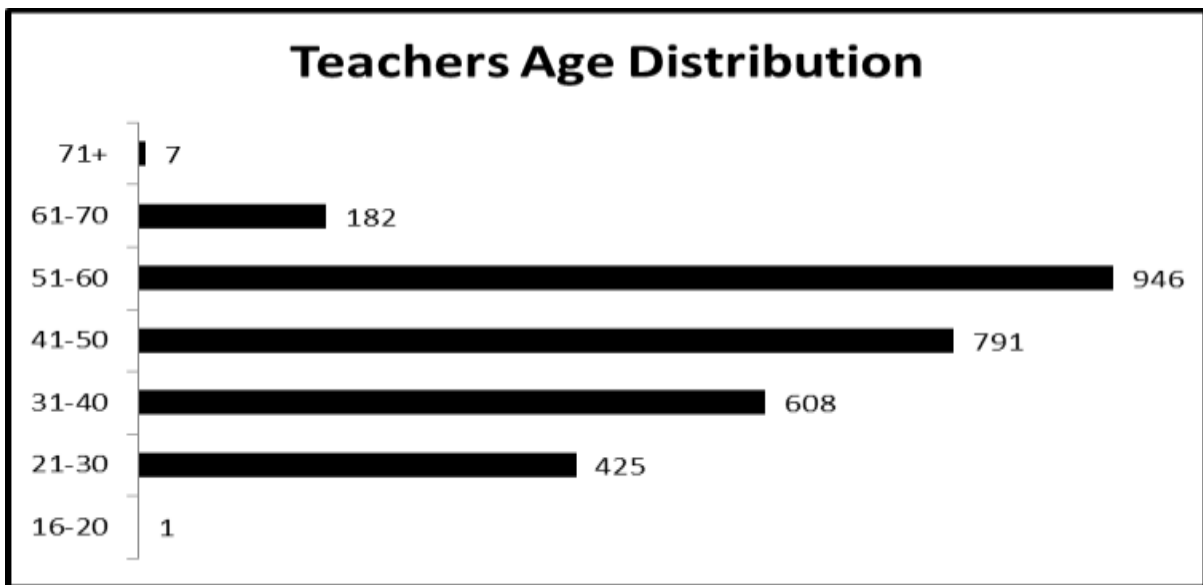
The outcomes and action plans supported by this report are published in the ...  
(*name the main report*).

## Age

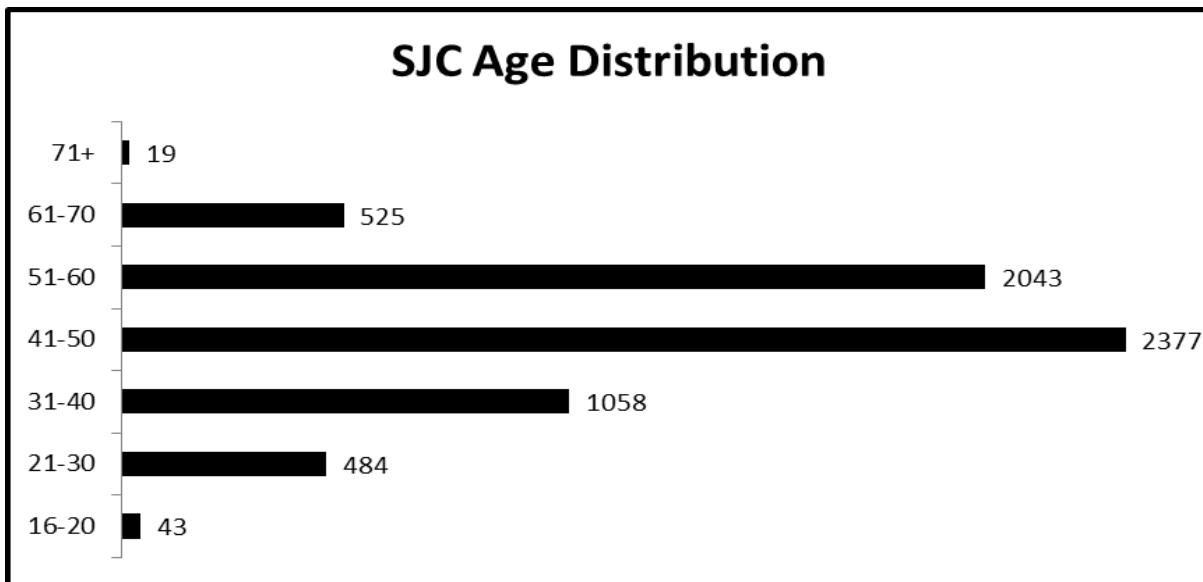
The distribution of all employees by age (Figure 1)



The distribution of teaching employees by age (Figure 2)



The distribution of Scottish Joint Council (SJC) employees by age (Figure 3)



The distribution of Scottish Joint Council (SJC) employees by age and Job Family (Figure 4)

Age Range	Business Support	Community	Management	Personal Care	Professional and Specialist	Technical and Practical	Total	%
16-20	8	0	0	11	0	24	43	0.7%
21-30	117	30	0	145	39	153	484	7.4%
31-40	169	86	7	311	160	326	1059	16.2%
41-50	336	119	76	743	225	877	2376	36.3%
51-60	291	119	86	539	216	792	2043	31.2%
61-70	77	30	10	91	53	264	525	8.0%
71+	1	0	0	0	0	18	19	0.3%
Total	999	384	179	1840	693	2454	6549	n/a

The distribution of Scottish Joint Council (SJC) employees by age and grade (Figure 5)

Grade	16-20	21-30	31-40	41-50	51-60	61-70	71+	Total
HC01	21	42	57	90	120	48	5	383
HC02	9	61	154	364	268	98	13	967
HC03	8	125	180	470	378	105	1	1267
HC04	3	81	212	600	478	110	0	1484
HC05	1	82	153	282	258	43	0	819
HC06	1	43	79	167	141	32	0	463
HC07	0	19	62	117	119	25	0	342
HC08	0	3	31	44	33	11	0	122
HC09	0	26	98	108	101	30	0	363
HC10	0	1	26	62	62	11	0	162
HC11	0	1	5	37	37	6	0	86
HC12	0	0	0	21	22	2	0	47
HC13	0	0	0	5	8	1	0	14
HC14	0	0	0	5	11	2	0	18
HC15	0	0	0	4	7	1	0	12
Total	43	484	1059	2376	2043	525	19	6549

## Disability

The distribution of all employees by disability (Figure 6)

Local Authority	Date when data gathered	Total of workforce employed	Workers identifying as disabled		Workers identifying as non-disabled	Disability status of workers unknown	
Highland	Dec-12	10,213	200	1.96%	4,982	5,031	49.26%

The distribution of employees joining and leaving the Council by disability (Figure 7)

	New Starts	Leavers
Disabled	4	8
Not Disclosed	1	0
Not Disabled	69	201

### Ethnic Group

The distribution of all employees by ethnic group in comparison with the Highland Population (Figure 8)

Ethnicity	Highland Council	2001 Census
Asian Bangladeshi	0.00%	0.06%
Asian Chinese	0.00%	0.13%
Asian Indian	0.02%	0.08%
Asian Other	0.10%	0.06%
Asian Pakistani	0.04%	0.06%
Black African	0.02%	0.04%
Black Caribbean	0.02%	0.04%
Black Other	0.02%	0.02%
Any Mixed Background	0.10%	0.21%
Other Ethnic Background	0.19%	0.10%
White British	12.57%	12.67%
White Irish	0.75%	0.56%
White Other Background	2.18%	1.43%
White Scottish	82.75%	84.54%

The provision of training by ethnic group (April-December 2012) (Figure 9)

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.

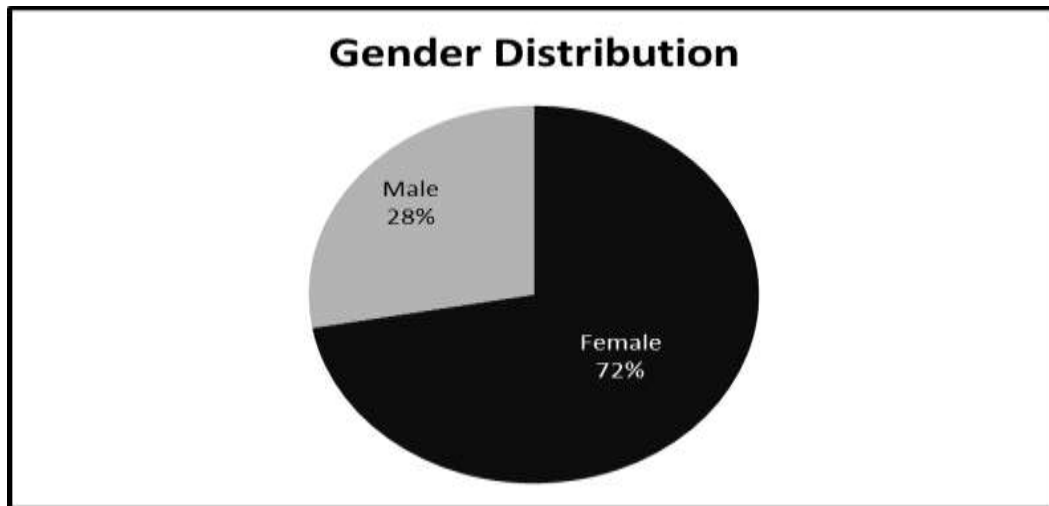
The distribution of employees joining and leaving the Council by ethnic group (Figure 10)

	New Starts	Leavers
Black and Minority Ethnic Groups	0	0
Not Disclosed	2	1
White Groups	207	73

## Gender

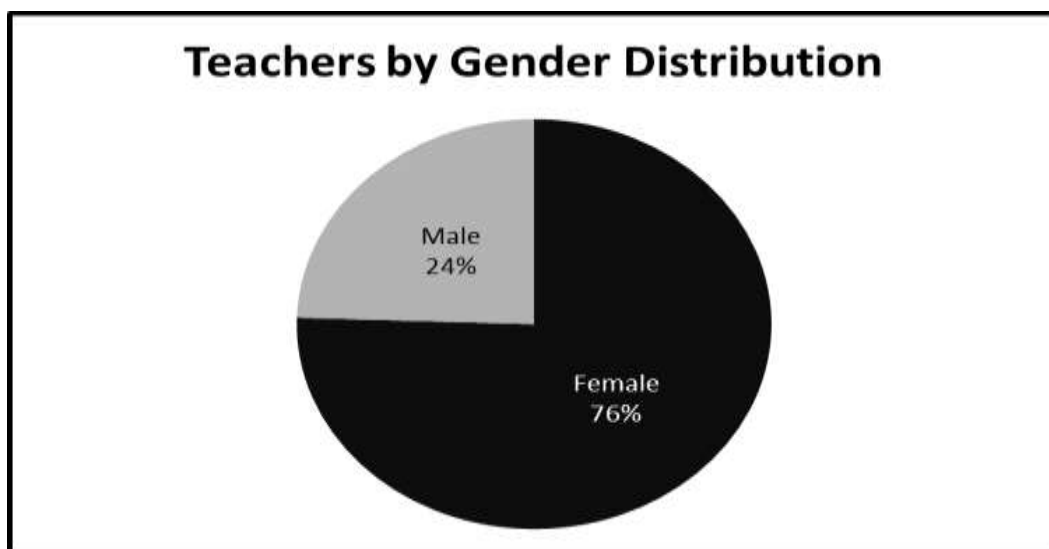
The distribution of all employees by gender (Figure 11)

Gender	Female	Male	Total
No. of Employees	7117	2745	9862



The distribution of teachers by gender (Figure 12)

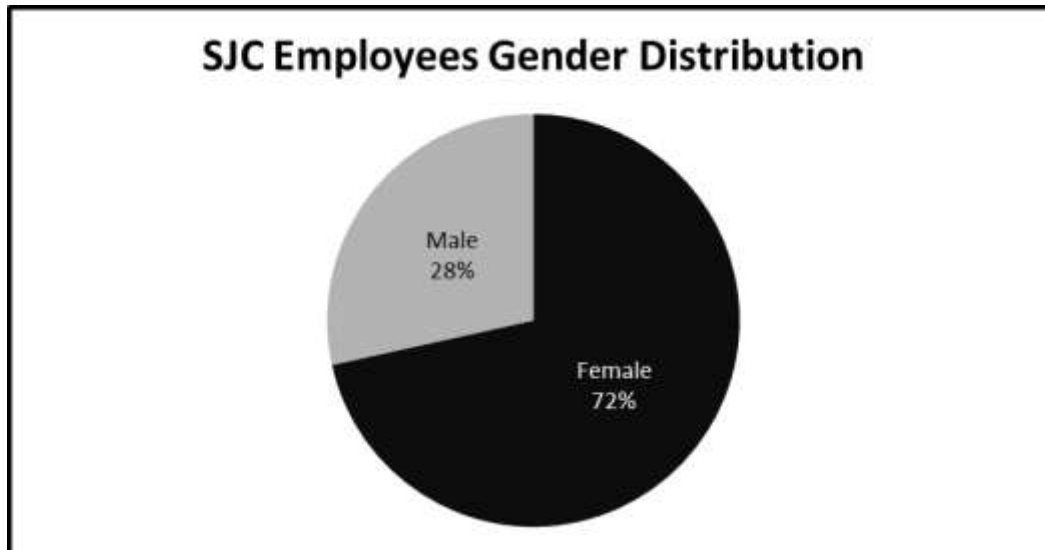
Teachers	Female	Male	Total
Total	2235	725	2960



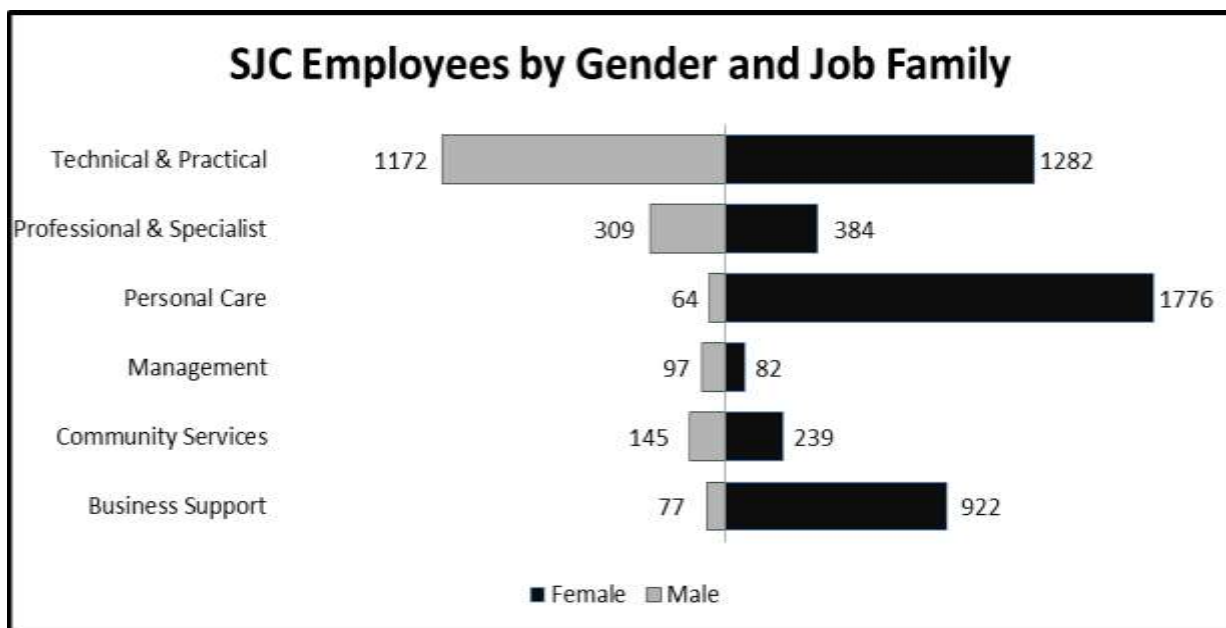


The distribution of Scottish Joint Council (SJC) employees by gender (Figure 13)

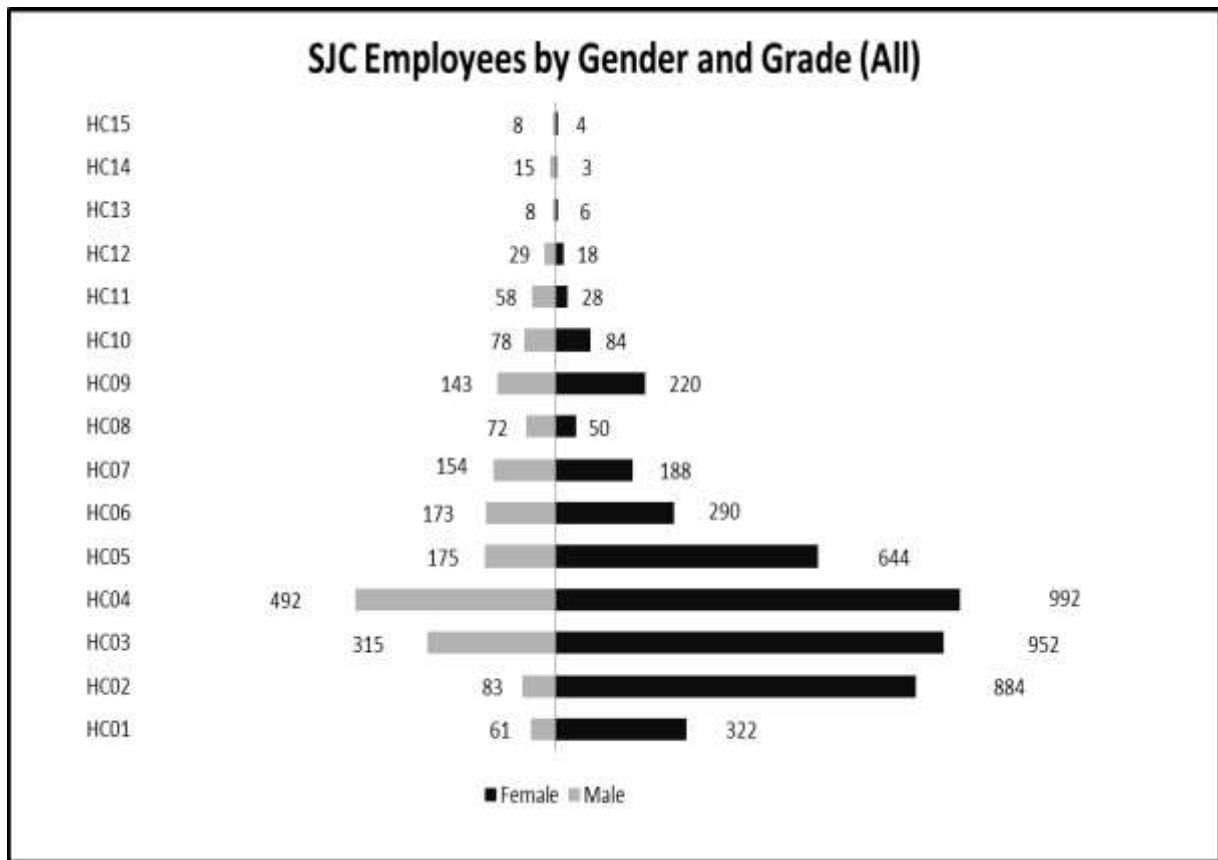
Gender	Female	Male	Grand Total
No. of SJC Employees	4685	1864	6549



The distribution of Scottish Joint Council (SJC) employees by gender and job family (Figure 14)



The distribution of Scottish Joint Council (SJC) employees by gender and grade (Figure 15)



The distribution of Scottish Joint Council (SJC) part time employment (Figure 16)

