DUNDEE CITY COUNCIL

REPORT TO: **Personnel Committee - 17 April 2006**

REPORT ON: **Employment Equality Monitoring**

REPORT BY: **Assistant Chief Executive (Management)**

REPORT NO.:   **225-2006**

1   PURPOSE OF REPORT

1.1   The purpose of this report is to advise Committee of the employment equality monitoring statistics for 2005.

2   RECOMMENDATIONS

It is recommended that the Committee:-

2.1   notes the employment equality monitoring findings in the attached appendices;

2.2   remits the Race Equality and Diversity Action Group (REDAG) to monitor the overall performance in relation to the Race Equality and Diversity objectives.

3   FINANCIAL IMPLICATIONS

3.1   None.

4   LOCAL AGENDA 21 IMPLICATIONS

4.1   None.

5   EQUAL OPPORTUNITIES IMPLICATIONS

5.1   This report is concerned with the promotion of equality and compliance with the requirements of the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000) and, in particular, the requirement to carry out monitoring.

6   BACKGROUND

6.1   Local authorities are required by the Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000) to promote race equality in employment. The Race Equality and Diversity Scheme 2005-2008 sets out how the Council plans to meet the requirements of the act and gives a commitment to equality monitoring.

6.2 Equality monitoring allows the Council to highlight possible inequalities, investigate the underlying causes and remove any unfairness or disadvantage in employment and recruitment. Monitoring also allows us to check that the Council's equality policies are working.

6.3 At present, the Council anticipates that it will be in a position to achieve its full monitoring requirement as of 31 March 2007 once all departments have transferred to the new Personnel/Payroll System.

6.4 The statistics detailed in this report have been generated from a number of different and independent information systems. These systems are ISIS (Current Personnel/Payroll System), Resource Link (New Personnel/Payroll System), Phoenix (School Database System), XPT (Recruitment System) and Organisational Development's Training Database. For data protection purposes no record of less than five has been reported in the attached appendices.

7 FUTURE ACTIONS

7.1 The equality monitoring statistics will be analysed in line with the Race Equality and Diversity Scheme by the Race Equality and Diversity Group (REDAG) and, if required, an action plan prepared to address any issues. The action plan will be subject to review on an annual basis following the publication of the equality monitoring statistics.

8 CONSULTATION

8.1 The Chief Executive, Depute Chief Executive (Finance), Depute Chief Executive (Support Services), Director of Education and Director of Leisure and Communities have been consulted and are in agreement with this report.

9 BACKGROUND PAPERS

9.1 None.

J C Petrie
Assistant Chief Executive (Management)

10 April 2006

						Employees Receiving Training
Unspecified Disability	296	less than 5	0	0	0	0
Physical or Motor Impairment	0	9	0	0	0	0
Learning Difficulties/Disabilities	0	0	0	0	0	0
Mental Health Problem	0	0	0	0	0	0
Hearing Impairment (Full/Partial)	0	5	0	0	0	less than 5
Visual Impairment (Full/Partial)	0	less than 5	0	0	0	less than 5
Communication Difficulties	0	0	0	0	0	0
Multiple Disabilities	0	0	0	0	0	0
Other Chronic Illness/Disability	0	6	0	0	less than 5	0
No Disability	11363	1122	0	15	75	323
No Entry	0	5873	27	69	490	703

					Employees Receiving Training
Anglican	less than 5	0	0	0	0
Baptist	less than 5	0	0	less than 5	0
Buddhist	less than 5	0	0	0	0
Roman Catholic	175	0	less than 5	9	50
Church of England	13	0	0	less than 5	7
Church of Scotland	390	0	5	13	137
Episcopalian	17	0	less than 5	2	0
Hindu	less than 5	0	0	0	0
Jehovah's Witness	less than 5	0	0	0	less than 5
Methodist	less than 5	0	0	less than 5	less than 5
Mormon	less than 5	0	less than 5	0	0
Muslim	6	0	0	less than 5	less than 5
No Religion	174	0	less than 5	15	66
Other Christian	27	0	0	2	5
Another Religion	40	less than 5	less than 5	less than 5	5
Presbyterian	56	0	0	less than 5	12
Sikh	less than 5	0	0	0	less than 5
Unspecified	260	0	less than 5	26	50
No Entry	5843	26	67	487	690

Appendix 2

						Employees Receiving Training
Male	5376	2730	17	34	297	466
Female	6629	4290	10	50	529	563

						Employees Receiving Training
White						
White African Caribbean	0	less than 5	0	0	0	0
White British	0	3033	7	13	94	0
White European	0	43	0	0	5	0
White Irish	0	less than 5	0	0	less than 5	0
White Other	0	43	0	0	0	0
Scottish	9293	969	less than 5	16	56	289
Other British - English	633	66	0	0	5	17
Other British - Welsh	35	less than 5	0	0	less than 5	less than 5
Other British - Other	1256	37	0	0	6	7
Irish	131	16	0	0	less than 5	6
Other White Background	369	8	0	0	less than 5	0
Asian						
Asian	0	8	0	less than 5	0	0
South East Asian	0	less than 5	0	0	0	0
Indian	142	6	0	0	less than 5	less than 5
Pakistani	119	less than 5	0	0	0	less than 5
Bangladeshi	71	0	0	0	0	0
Chinese	80	less than 5	0	0	0	0
Other Asian Background	58	less than 5	0	0	less than 5	less than 5
Black						
African Caribbean	0	less than 5	0	0	0	0
Black British	0	49	less than 5	0	less than 5	0
Black Irish	0	less than 5	0	0	0	0
Caribbean	12	0	0	0	0	0
African	97	less than 5	0	0	0	less than 5
Other Black Background	4	0	0	0	0	0
Other						
Other European	0	less than 5	0	0	0	0
Other Irish	0	less than 5	0	0	0	0
Other	0	less than 5	0	0	0	0
Mixed	38	6	0	0	less than 5	0
Other Ethnic Background	69	less than 5	0	0	0	0
Unspecified	0	118	0	less than 5	11	19
No Entry	0	4056	17	52	381	684