Equalities Monitoring to December 2012

Dunbartonshire and Argyll and Bute Valuation Joint Board is committed to ensure equality of opportunity for all. Through its new single Policy the continued monitoring of its employment practices is carried out;

- The current staff profile is examined by race, disability, gender and age
- Job applicants and recruitments are also monitored by race, disability and gender as are any promotions.
- Temporary short term staff ie canvassers are monitored by race, disability and gender and age
- Staff salaries are monitored by race, disability and gender
- Job leavers be they resignations, retirals or redundancies are monitored by race, disability and gender.
- All training is monitored by race, disability and gender as well
- Staff promotions are monitored by race, disability and gender
- N.B. Statistics can only be produced for those who are willing to complete the voluntary monitoring forms.

There were no posts advertised in 2012

There were no promotions in 2012

E1 Sta	aff Profile	Number of staff	%age
	White	64	100%
	Mixed		
Race	Asian		
	Black		
	Other		
Dischility	Disabled	3	5%
Disability	Able bodied	61	95%
Carr	Female	40	63%
Sex	Male	24	38%
	NUMBER OF TAFF	64	

E2 Aj	E2 Applicants		Short Leeted	Interviewed	Offered Post
Race	White				
	Mixed				
	Asian				
	Black				
	Other				
Disability	Disabled				
	Able bodied				
Sex	Female				
	Male				
TOTALS					

E2 Bo	cruitment	Number of	Starters			
E3 Re	cruitment	staff	No.	%age		
	White	64				
	Mixed					
Race	Asian					
	Black					
	Other					
Dischility	Disabled	3				
Disability	Able bodied	61				
Sev	Female	40				
Sex	Male	24				
тс	DTALS	64				

E4 Pr	E4 Promotion		Short Listed	Interviewed	Offered Post	%age
	White					
	Mixed					
Race	Asian					
	Black					
	Other					
Dischility	Disabled					
Disability	Able bodied					
Sev	Female					
Sex	Male					
TC	DTALS					

EG	E6 Leavers		Re	signation	Re	etiral	Redundancy	
EO	Leavers	staff	No.	%age	No.	%age	No.	%age
Race	White	64			1	100.00%		
	Mixed							
	Asian							
	Black							
	Other							
Disability	Disabled	3						
	Able bodied	61			1	100.00%		
Sex	Female	40			1	100.00%		
	Male	24						
TC	DTALS	64			1	1.56%		

E7 1	E7 Training		Number of Training requested		Training	complete	Training	g ongoing	Training not started	
	rannig	staff	No.	%age	No.	%age	No.	%age	No.	%age
Race	White	64	344	100.00%	215	100.00%	84	100.00%	45	100.00%
	Mixed									
	Asian									
	Black									
	Other									
Disability	Disabled	3	23	6.69%	16	7.44%	3	3.57%	4	8.89%
	Able bodied	61	321	93.31%	199	92.56%	81	96.43%	41	91.11%
Sex	Female	40	207	60.17%	137	63.72%	44	52.38%	26	57.78%
	Male	24	137	39.83%	78	36.28%	40	47.62%	19	42.22%
	NUMBER OF TAFF	64								

E11 Sala	ries 67 staff	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Chief Off 80%	Chief Officer
	White	1		20	7	4	12	3	9	3	1	2		1	1
	Mixed														
Race	Asian														
	Black														
	Other														
Diaghility	Disabled			2								1			
Disability	Able bodied	1		18	7	4	12	3	9	3	1	1		1	1
Carr	Female			16	7	4	6	1	5		1				
Sex	Male	1		4			6	2	4	3		2		1	1
E11 3	Salaries	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Chief Off 80%	Chief Officer
	White	1.56%		31.25%	10.94%	6.25%	18.75%	4.69%	14.06%	4.69%	1.56%	3.13%		1.56%	1.56%
	Mixed														
Race	Asian														
	Black														
	Other														
Dischillt	Disabled			3.13%								1.56%			
Disability	Able bodied	1.56%		28.13%	10.94%	6.25%	18.75%	4.69%	14.06%	4.69%	1.56%	1.56%		1.56%	1.56%
Carr	Female			25.00%	10.94%	6.25%	9.38%	1.56%	7.81%		1.56%				
Sex	Male	1.56%		6.25%			9.38%	3.13%	6.25%	4.69%		3.13%		1.56%	1.56%

E12 Age	Male	%age	Female	%age	All	%age
0-19						
20-29	2	8.33%	7	17.50%	9	14.06%
30-39	4	16.67%	9	22.50%	13	20.31%
40-49	8	33.33%	13	32.50%	21	32.81%
50-59	8	33.33%	10	25.00%	18	28.13%
60-69	2	8.33%	1	2.50%	3	4.69%
70+						
All	24		40		64	

Temporar	Temporary Canvassers		Short Leeted	Interviewed	Offered Post
	White	41	36	34	27
	Mixed				
Race	Asian				
	Black				
	Other				
Dischility	Disabled	1	1	1	
Disability	Able bodied	40	35	33	27
Cov	Female	26	23	22	15
Sex	Male	15	13	12	12

Ter	Temporary Canvassers							
	16-24	2						
	25-29	4						
A ===	30-39	11						
Age	40-49	12						
	50-59	9						
	60-74	3						