

## **Equalities Monitoring to December 2009**

Dunbartonshire and Argyll and Bute Valuation Joint Board is committed to ensure equality of opportunity for all. Through its various policies on age, disability, gender, and race it strives to achieve this.

As part of the process, monitoring of its employment practices is carried out;

- The current staff profile is examined by age and gender
- Job applicants are also monitored by race, disability and gender as are promotions.
- Temporary short term staff ie canvassers are monitored by race, disability and gender
- 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

N.B. Statistics can only be produced for those who are willing to complete the voluntary monitoring forms.

## Staff profile

		No. of staff*	%age
Race	White	69	100%
	Mixed	0	0%
	Asian	0	0%
	Black	0	0%
	Other	0	0%
Disability	Disabled	2	3%
	Able bodied	67	97%
Sex	Female	41	59%
	Male	28	41%
TOTAL NUMBER OF STAFF		69	

\* Number of staff at start of financial year i.e.

1-Jan-09

## Job Applicants

The Valuation Joint Board has employed no new permanent staff during 2009

### Temporary short term appointments ie canvassers

		No. of applicants	Short Leeted	Interviewed	Offered Post
Race	White	29	29	29	29
	Mixed				
	Asian				
	Black				
	Other				
Disability	Disabled				
	Able bodied	29	29	29	29
Sex	Female	17	17	17	17
	Male	12	12	12	12

Age	16 - 24	2
	25 - 29	1
	30 - 39	9
	40 - 49	13
	50 - 59	2
	60 - 74	2

There were 8 applicants who did not return equalities monitoring forms. They were all employed

## Staff Salaries

TOTAL 69		up to £10k	£10k to £14,999	£15k to £19,999	£20k to £24,999	£25k to £29,999	£30k to £34,999	£35k to £39,999	£40k to £44,999	£45k to £49,999	£50k to £54,999	£55k to £59,999	£60k to £64,999	£65k to £69,999	£70k to £74,999	£75k to £79,999	£80k to £84,999	£85k to £89,999
Race	White	7	12	14	11	4	4	7	4	3	1			2				1
	Mixed																	
	Asian																	
	Black																	
	Other																	
Disability	Disabled		1						1									
	Able bodied	7	11	14	11	4	4	7	3	3	1			2				1
Sex	Female	6	10	11	8	1	1	3	1									
	Male	1	2	3	3	3	3	4	3	3	1			2				1

## Leavers

		No. of staff*	Resignation		Retiral		Redundancy	
			No.	%age	No.	%age	No.	%age
Race	White	69	0	0.00%	2	100.00%	0	0.00%
	Mixed	0	0	0.00%	0	0.00%	0	0.00%
	Asian	0	0	0.00%	0	0.00%	0	0.00%
	Black	0	0	0.00%	0	0.00%	0	0.00%
	Other	0	0	0.00%	0	0.00%	0	0.00%
Disability	Disabled	2	0	0.00%	0	0.00%	0	0.00%
	Able bodied	67	0	0.00%	2	100.00%	0	0.00%
Sex	Female	41	0	0.00%	1	50.00%	0	0.00%
	Male	28	0	0.00%	1	50.00%	0	0.00%
TOTALS		69	0	0.00%	2	2.90%	0	0.00%

\* Number of staff at start of financial year i.e. 1-Jan-09

## Staff Training

		No. of staff*	Training requested		Training complete		Training ongoing		Training not started	
			No.	%age	No.	%age	No.	%age	No.	%age
Race	White	69	206	100.00%	122	100.00%	48	100.00%	36	100.00%
	Mixed	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Asian	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Black	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Disability	Disabled	2	3	1.46%	2	1.64%	1	2.08%	36	0.00%
	Able bodied	67	203	98.54%	120	98.36%	47	97.92%		100.00%
Sex	Female	41	121	58.74%	67	54.92%	33	68.75%	21	58.33%
	Male	28	85	41.26%	55	45.08%	15	31.25%	15	41.67%
TOTAL NUMBER OF STAFF		69								

\* Number of staff at start of financial year i.e. 1-Jan-09

**Staff Promotions**

		No. of applicants	Short Listed	Interviewed	Offered Post	%age
<b>Race</b>	White	4	4	4	1	100%
	Mixed	0	0	0	0	0%
	Asian	0	0	0	0	0%
	Black	0	0	0	0	0%
	Other	0	0	0	0	0%
<b>Disability</b>	Disabled	0	0	0	0	0%
	Able bodied	4	4	4	1	100%
<b>Sex</b>	Female	0	0	0	0	0%
	Male	4	4	4	1	100%
<b>TOTALS</b>		4	4	4	1	