

Equalities Monitoring to December 2010

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.

E1 Staff Profile		Number of staff	%age
Race	White	67	100%
	Mixed		
	Asian		
	Black		
	Other		
Disability	Disabled	2	3%
	Able bodied	65	97%
Sex	Female	40	60%
	Male	27	40%
TOTAL NUMBER OF STAFF		67	

E2 Applicants		Number of applicants	Short Leeted	Interviewed	Offered Post
Race	White	632	47	45	6
	Mixed	4	1	1	
	Asian	25			
	Black	6			
	Other	1			
Disability	Disabled	23	9	8	
	Able bodied	643	39	38	6
Sex	Female	295	24	23	3
	Male	374	24	23	3
TOTALS		669	48	46	6

E3 Recruitment		Number of staff	Starters	
			No.	%age
Race	White	67	5	100%
	Mixed			
	Asian			
	Black			
	Other			
Disability	Disabled	2		
	Able bodied	65	5	100%
Sex	Female	40	3	60%
	Male	27	2	40%
TOTALS		67	5	7%

E4 Promotion		Number of applicants	Short Listed	Interviewed	Offered Post	%age
Race	White	3	3	3	1	100%
	Mixed					
	Asian					
	Black					
	Other					
Disability	Disabled					
	Able bodied	3	3	3	1	100%
Sex	Female					
	Male	3	3	3	1	100%
TOTALS		3	3	3	1	

E11 Salaries 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 75%	Chief Officer
Race	White		1	21	6	5	12	3	9	3	1	3		2	1
	Mixed														
	Asian														
	Black														
	Other														
Disability	Disabled			1						1					
	Able bodied		1	20	6	5	12	3	9	2	1	3		2	1
Sex	Female			16	6	4	7	1	5		1				
	Male		1	5		1	5	2	4	3		3		2	1
E11 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 75%	Chief Officer
Race	White		1.49%	31.34%	8.96%	7.46%	17.91%	4.48%	13.43%	4.48%	1.49%	4.48%		2.99%	1.49%
	Mixed														
	Asian														
	Black														
	Other														
Disability	Disabled			1.49%						1.49%					
	Able bodied		1.49%	29.85%	8.96%	7.46%	17.91%	4.48%	13.43%	2.99%	1.49%	4.48%		2.99%	1.49%
Sex	Female			23.88%	8.96%	5.97%	10.45%	1.49%	7.46%		1.49%				
	Male		1.49%	7.46%		1.49%	7.46%	2.99%	5.97%	4.48%		4.48%		2.99%	1.49%

E12 Age	Male	%age	Female	%age	All	%age
0-19						
20-29	2	7.41%	8	20.00%	10	14.93%
30-39	5	18.52%	9	22.50%	14	20.90%
40-49	8	29.63%	11	27.50%	19	28.36%
50-59	8	29.63%	11	27.50%	19	28.36%
60-69	4	14.81%	1	2.50%	5	7.46%
70+						
All	27		40		67	