## **Equalities Monitoring to December 2010**

Dunbartonshire and Argyll and Bute Valaution 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 St	Number of staff	%age	
	White	67	100%
	Mixed		
Race	Asian		
	Black		
	Other		
Disability	Disabled	2	3%
Disability	Able bodied	65	97%
Sex	Female	40	60%
Sex	Male	27	40%
TOTAL NUM	/BER OF STAFF	67	

E2 A	pplicants	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

E2 D/	ecruitment	Number	Starters			
E3 Ke	cruitment	of staff	No.	%age		
	White	67	5	100%		
	Mixed					
Race	Asian					
	Black					
	Other					
Disability	Disabled	2				
Disability	Able bodied	65	5	100%		
Sex	Female	40	3	60%		
Sex	Male	27	2	40%		
T	OTALS	67	5	7%		

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

E6 Leavers		Number	mber Resignation			tiral	Redundancy	
		of staff	No.	%age	No.	%age	No.	%age
Race	White	67	1	100.00%	4	100.00%		
	Mixed							
	Asian							
	Black							
	Other							
Disability	Disabled	2			1	25.00%		
	Able bodied	65	1	100.00%	3	75.00%		
Sex	Female	40			1	25.00%		
	Male	27	1	100.00%	3	75.00%		
T	TOTALS		1	1.49%	4	5.97%		

E7 Training		Number	Training requested		Training complete		Training ongoing		Training not started	
		of staff	No.	%age	No.	%age	No.	%age	No.	%age
Race	White	67	217	100.00%	103	100.00%	53	100.00%	61	100.00%
	Mixed									
	Asian									
	Black									
	Other									
Disability	Disabled	2	2	0.92%			2	3.77%		
	Able bodied	65	215	99.08%	103	100.00%	51	96.23%	61	100.00%
Sex	Female	40	118	54.38%	46	44.66%	28	52.83%	44	72.13%
	Male	27	99	45.62%	57	55.34%	25	47.17%	17	27.87%
TOTAL NUM	IBER OF STAFF	67								

E11 Sala	aries 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
	White		1	21	6	5	12	3	9	3	1	3		2	1
	Mixed														
Race	Asian														
	Black														
	Other														
Disability	Disabled			1						1					
Disability	Able bodied		1	20	6	5	12	3	9	2	1	3		2	1
Cav	Female			16	6	4	7	1	5		1				
Sex	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
	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														
Race	Asian														
	Black														
	Other														
Disability	Disabled			1.49%						1.49%					
Disability	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%				
Sex	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	