## 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 Staff Profile |  | Number <br> 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 <br> of <br> applicants | Short <br> Leeted | Interviewed | Offered <br> Post |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Race | White | 632 | 47 | 45 | 6 |
|  | Mixed | 4 | 1 | 1 |  |
|  | Asian | 25 |  |  |  |
|  | Black | 6 |  |  |  |
|  | Other | 1 |  |  | 6 |
|  | Disabled | 23 | 9 | 8 | 3 |
|  | Able bodied | 643 | 39 | 38 | 6 |
| TOTALS | Female | 295 | 24 | 23 | 23 |


| 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 | 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 |  |


| E6 Leavers |  | Number of staff | Resignation |  | Retiral |  | Redundancy |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 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\% |  |  |
| TOTALS |  | 67 | 1 | 1.49\% | 4 | 5.97\% |  |  |


| E7 Training |  | Number of staff | Training requested |  | Training complete |  | Training ongoing |  | Training not started |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 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\% | 61 |  |
|  | Able bodied | 65 | 215 | 99.08\% | 103 | 100.00\% | 51 | 96.23\% |  | 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 NUMBER OF STAFF |  | 67 |  |  |  |  |  |  |  |  |


| E11 Salaries 67 staff |  | Grade 1 | Grade <br> 2 | Grade $3$ | Grade <br> 4 | $\begin{gathered} \text { Grade } \\ 5 \end{gathered}$ | $\begin{gathered} \text { Grade } \\ 6 \end{gathered}$ | Grade 7 | $\begin{gathered} \text { Grade } \\ 8 \end{gathered}$ | Grade 9 | $\begin{gathered} \text { Grade } \\ 10 \end{gathered}$ | $\begin{gathered} \text { Grade } \\ 11 \end{gathered}$ | $\begin{gathered} \text { Grade } \\ 12 \end{gathered}$ | $\begin{gathered} \text { Chief } \\ \text { Off } \\ 75 \% \end{gathered}$ | 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 <br> 4 | Grade 5 | $\begin{gathered} \text { Grade } \\ 6 \end{gathered}$ | Grade 7 | $\begin{gathered} \text { Grade } \\ 8 \end{gathered}$ | Grade 9 | $\begin{gathered} \text { Grade } \\ 10 \end{gathered}$ | Grade 11 | $\begin{gathered} \text { Grade } \\ 12 \end{gathered}$ | $\begin{gathered} \hline \text { Chief } \\ \text { Off } \\ 75 \% \\ \hline \end{gathered}$ | 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 |  |

