

Equalities Monitoring to December 2011

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 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, retirements 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.

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	42	63%
	Male	25	37%
TOTAL NUMBER OF STAFF		67	

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

E3 Recruitment		Number of staff	Starters	
			No.	%age
Race	White	67		
	Mixed			
	Asian			
	Black			
	Other			
Disability	Disabled	2		
	Able bodied	65		
Sex	Female	42		
	Male	25		
TOTALS		67		

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

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 80%	Chief Officer
Race	White		1	23	6	6	13	3	8	2	1	2		1	1
	Mixed														
	Asian														
	Black														
	Other														
Disability	Disabled			1						1					
	Able bodied		1	22	6	6	13	3	8	1	1	2		1	1
Sex	Female			19	6	4	7	1	4		1				
	Male		1	4		2	6	2	4	2		2		1	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 80%	Chief Officer
Race	White		1.49%	34.33%	8.96%	8.96%	19.40%	4.48%	11.94%	2.99%	1.49%	2.99%		1.49%	1.49%
	Mixed														
	Asian														
	Black														
	Other														
Disability	Disabled			1.49%						1.49%					
	Able bodied		1.49%	32.84%	8.96%	8.96%	19.40%	4.48%	11.94%	1.49%	1.49%	2.99%		1.49%	1.49%
Sex	Female			28.36%	8.96%	5.97%	10.45%	1.49%	5.97%		1.49%				
	Male		1.49%	5.97%		2.99%	8.96%	2.99%	5.97%	2.99%		2.99%		1.49%	1.49%

E12 Age	Male	%age	Female	%age	All	%age
0-19						
20-29	2	8.00%	9	21.43%	11	16.42%
30-39	5	20.00%	11	26.19%	16	23.88%
40-49	9	36.00%	11	26.19%	20	29.85%
50-59	7	28.00%	10	23.81%	17	25.37%
60-69	2	8.00%	1	2.38%	3	4.48%
70+						
All	25		42		67	

Temporary Canvassers		No. of applicants	Short Leeted	Interviewed	Offered Post
Race	White	27	27		27
	Mixed				
	Asian				
	Black				
	Other				
Disability	Disabled	1	1		1
	Able bodied	26	26		26
Sex	Female	15	15		15
	Male	12	12		12

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