## **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, retirals 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 St	Number of staff	%age	
	White	67	100%
	Mixed		
Race	Asian		
	Black		
	Other		
Disability	Disabled	2	3%
Disability	Able bodied	65	97%
Sex	Female	42	63%
Sex	Male	25	37%
TOTAL NUM	TOTAL NUMBER OF STAFF		

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 D4	ecruitment	Number	Starters			
E3 K6	of staff	No.	%age			
	White	67				
	Mixed					
Race	Asian					
	Black					
	Other					
Disability	Disabled	2				
Disability	Able bodied	65				
Sex	Female	42				
Sex	Male	25				
T	OTALS	67				

E4 P	E4 Promotion		Short Listed	Interviewed	Offered Post	%age
	White					
	Mixed					
Race	Asian					
	Black					
	Other					
Disability	Disabled					
Disability	Able bodied					
Sex	Female					
Sex	Male					
T	OTALS					

E6	Leavers	Number	Resi	gnation	Re	tiral	Redu	indancy
EO	Leavers	of staff	No.	%age	No.	%age	No.	%age
Race	White	67					2	100.00%
	Mixed							
	Asian							
	Black							
	Other							
Disability	Disabled	2						
	Able bodied	65					2	100.00%
Sex	Female	42					2	100.00%
	Male	25						
T	OTALS	67					2	2.99%

E7 '	E7 Training		Trainin	g requested	Training	complete	Trai	ning ongoing	Training not started	
	Trailing	of staff	No.	%age	No.	%age	No.	%age	No.	%age
Race	White	67	249	100.00%	167	100.00%	58	100.00%	24	100.00%
	Mixed									
	Asian									
	Black									
	Other									
Disability	Disabled	2	12	4.82%	5	2.99%	4	6.90%	3	12.50%
	Able bodied	65	237	95.18%	162	97.01%	54	93.10%	21	87.50%
Sex	Female	42	143	57.43%	94	56.29%	31	53.45%	18	75.00%
	Male	25	106	42.57%	73	43.71%	27	46.55%	6	25.00%
TOTAL NUM	MBER 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 80%	Chief Officer
	White		1	23	6	6	13	3	8	2	1	2		1	1
	Mixed														
Race	Asian														
	Black														
	Other														
Disability	Disabled			1						1					
Disability	Able bodied		1	22	6	6	13	3	8	1	1	2		1	1
Cov	Female			19	6	4	7	1	4		1				
Sex	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
	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														
Race	Asian														
	Black														
	Other														
Disability	Disabled			1.49%						1.49%			_		
Disability	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%
Cov	Female			28.36%	8.96%	5.97%	10.45%	1.49%	5.97%		1.49%				
Sex	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
	White	27	27		27
	Mixed				
Race	Asian				
	Black				
	Other				
Disability	Disabled	1	1		1
Disability	Able bodied	26	26		26
Sex	Female	15	15		15
Sex	Male	12	12		12

Temporary Canvassers								
	16-24							
	25-29	2						
۸۵۵	30-39	3						
Age	40-49	11						
	50-59	9						
	60-74	2						