

## **Equalities Monitoring**

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 and also the [salaries](#) are monitored by race, disability and gender.
- Job [applicants](#) are also monitored by race, disability and gender as are promotions.
- 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

N.B. Statistics can only be produced for those who are willing to complete the voluntary monitoring forms.

<b>Current Staff</b>		No. of staff	%age
Race	White	71	100%
	Mixed	0	0%
	Asian	0	0%
	Black	0	0%
	Other	0	0%
Disability	Disabled	2	3%
	Able bodied	69	97%
Gender	Female	42	59%
	Male	29	41%
TOTAL NUMBER OF STAFF		71	

<b>Salaries</b>		<b>up to £10,000</b>	<b>£10,000 to £14,999</b>	<b>£15,000 to £19,999</b>	<b>£20,000 to £24,999</b>	<b>£25,000 to £29,999</b>	<b>£30,000 to £34,999</b>	<b>£35,000 to £39,999</b>	<b>£40,000 to £44,999</b>	<b>£45,000 to £49,999</b>	<b>£60,000 to £65,999</b>	<b>£80,000 to £84,999</b>
<b>Race</b>	<b>White</b>	7	19	13	7	7	8	4		3	2	1
	<b>Mixed</b>											
	<b>Asian</b>											
	<b>Black</b>											
	<b>Other</b>											
<b>Disability</b>	<b>Disabled</b>		1					1				
	<b>Able bodied</b>	7	18	13	7	7	8	3		3	2	1
<b>Gender</b>	<b>Female</b>	6	16	10	5	1	3	1				
	<b>Male</b>	1	3	3	2	6	5	3		3	2	1

<b>Applicants</b>		No. of applicants	Short Listed	Interviewed	Offered Post
Race	White	57	16	15	6
	Mixed				
	Asian				
	Black				
	Other	1			
Disability	Disabled	1	1		
	Able bodied	57	15	15	6
Gender	Female	40	13	12	6
	Male	17	3	3	
TOTALS		57	16	15	6

<b>Leavers</b>		No. of staff	Resignation		Retiral		Redundancy	
			No.	%age	No.	%age	No.	%age
Race	White	71	2	100.00%	1	100.00%	0	0.00%
	Mixed	0	0	0.00%	0	0.00%	0	0.00%
	Asian	0	0	0.00%	0	0.00%	0	0.00%
	Black	0	0	0.00%	0	0.00%	0	0.00%
	Other	0	0	0.00%	0	0.00%	0	0.00%
Disability	Disabled	2	0	0.00%	0	0.00%	0	0.00%
	Able bodied	69	2	100.00%	1	100.00%	0	0.00%
Gender	Female	42	2	100.00%	1	100.00%	0	0.00%
	Male	29	0	0.00%	0	0.00%	0	0.00%
TOTALS		71	2	2.82%	1	1.41%	0	0.00%

Training		No. of staff*	Training requested		Training complete		Training ongoing		Training outstanding	
			No.	%age	No.	%age	No.	%age	No.	%age
Race	White	71	368	100%	163	100%	178	100%	27	100%
	Mixed	0	0	0%	0	0%	0	0%	0	0%
	Asian	0	0	0%	0	0%	0	0%	0	0%
	Black	0	0	0%	0	0%	0	0%	0	0%
	Other	0	0	0%	0	0%	0	0%	0	0%
Disability	Disabled	2	8	2%	2	1%	4	2%	2	7%
	Able bodied	69	360	98%	161	99%	174	98%	25	93%
Gender	Female	42	220	60%	97	61%	113	63%	10	37%
	Male	29	148	40%	66	39%	65	37%	17	63%