



Workforce Equality Information Summary 2013/14

Under Section 149 of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011, the Council is required to publish information which demonstrates our compliance with the general equality duty. This summary sets out equality information relating to employees at Bolsover District Council.

1. Headline results

- Women account for 48% of the workforce at March 2014.
- 52.17% of our top 5% earners in 2012-2014 were female.
- In 2012-2014, 9.52% of the workforce declared themselves as disabled, exceeding our target to encourage 6% to do so.
- In 2013-2014, 1.24% of the workforce declared themselves as from a minority ethnic background.
- Analysis of our age profile shows that in 2013-2014, 43.72% of our workforce was aged 50 years or more.

2. Monitoring of employment policies

The Council currently has a number of ways it monitors the effects of its policies on employees, which are co-ordinated by the Human Resources and Payroll Department. The authority undertakes equalities monitoring at all stages of the employment process. This is achieved through methods such as employee surveys and exit questionnaires. Monitoring information is collected for gender; ethnicity; disability; age; sexual orientation; and religion or belief (see Figure 6).

The Council's performance on equality issues with regard to employment practices is reported to the Union Employee Consultative Committee (UECC) each quarter. The minutes for the

Committee published on the Council's website. The report gives statistical data on the following:

- Job applicants
- Shortlisted candidates
- Successful candidates
- Workforce monitoring
- Training and development
- Discipline
- Grievances (including harassment and bullying)
- Labour turnover
- Voluntary leavers
- Dismissals
- Redundancy
- Ill health retirements
- Efficiency of service.

In addition, annual monitoring takes place on pay decisions relating to appointment within grades and the awarding of market supplements.

3. Workforce Equality Information

At March 2014, the Council had 430 employees, 208 (48%) of whom are female and 222 (52%) of whom are male.

Top 5% of earners: gender, disability, and ethnicity

The following tables (Figures 1 - 5) show Bolsover District Council's performance towards its employment equality objectives. This data is drawn from our performance management system and is regularly monitored by senior managers, employee groups and elected Members. We also monitor our annual outturns for these indicators against those of comparable Shire Districts.

As Figure 1 below shows the number of females who are in the top 5% of earners, which has increased and exceeded the target of 45%.

Fig. 1: Top 5% of earners who are female

Year	Value	Target
2013/2014	52.17%	45.00%
2012/2014	31.57%	45.00%
2011/2012	42.85%	45.00%
2010/2011	45.16%	45.00%
2009/2010	45.16%	40.00%
2008/2009	40.00%	37.93%
2007/2008	42.86%	36.84%
2006/2007	42.85%	36.84%
2005/2006	34.28%	26.69%
2004/2005	34.37%	27.20%
2003/2004	30.00%	22.00%
2002/2003	18.51%	15.00%
2001/2002	30.00%	

As Figure 2 below illustrates, we exceeded our target of 7% of the top 5% of earners who declared a disability this year, achieving 8.64%.

Fig. 2: Top 5% of earners who are disabled

Year	Value	Target
2013/2014	8.69%	7%
2012/2014	5.26%	7%
2011/2012	3.57%	7%
2010/2011	9.67%	7%
2009/2010	6.45%*	10.00%
2008/2009	10.00%	10.34%
2007/2008	7.14%	5.71%
2006/2007	5.71%	7.89%
2005/2006	8.57%	6.25%
2004/2005	6.25%	

* Data fluctuations between years due to low numbers of employees in qualifying group.

The District population profile indicates a decrease in the ethnic minority population from 2.9% in 2009 to 1.9% in 2011 and we have one of the lowest ethnic minority populations in the East Midlands

region. Our target for the top 5% of earners who declared an ethnic minority background was reviewed in 2008 but as the authority employs so few employees who have declared an ethnic minority background a target seems superfluous any increase in this area would be welcomed.

Fig. 3: Top 5% of earners from an ethnic minority background

Year	Value	Target
2013/2014	0.00%	0.00%
2012/2013	0.00%	0.00%
2011/2012	0.00%	0.00%
2010/2011	0.00%	0.00%
2009/2010	0.00%*	0.00%
2008/2009	0.00%	3.45%
2007/2008	3.57%	2.85%
2006/2007	2.85%	0.00%

* Data fluctuations between years due to low numbers of employees in qualifying group.

The profile of our community indicates higher than average levels of long-term ill health and disability, as Figure 4 below shows, the percentage of employees who declared a disability was 7.42% in 2012-2013 against a target of 6%. This has also increased to 9.5% for 2013-2014.

Fig. 4: Percentage of employees who have declared a disability

Year	Value	Target
2013/2014	9.52	6.00%
2012/2014	7.42%	6.00%
2011/2012	6.00%	5.70%
2010/2011	7.06%	5.70%
2009/2010	5.73%	5.50%
2008/2009	5.46%	4.50%
2007/2008	4.27%	3.00%
2006/2007	2.57%*	7.00%
2005/2006	7.03%	6.00%
2004/2005	6.00%	7.10%
2003/2004	5.97%	7.70%
2002/2003	7.20%	3.05%

Year	Value	Target
2001/2002	3.25%	2.05%
2000/2001	1.07%	

* Change of national definitions in 2006/07 resulting in significant change to out-turn.

The ethnic minority composition of our workforce is broadly representative of our community. Efforts to attract candidates from ethnic minority groups have been made through targeted advertising via hard to reach groups. In 2013-2014, we achieved 1.24% outturn compared to 0.82% in 2012-2013.

Fig. 5: Percentage of employees who have declared as ethnic minority

Year	Value	Target
2013/2014	1.24%	0.5%
2012/2013	0.82%	0.5%
2011/2012	0.50%	0.9%
2010/2011	0.64%*	0.9%
2009/2010	0.73%	0.9%
2008/2009	0.5%	0.9%
2007/2008	0.9%	1.0%
2006/2007	0.6%	1.0%
2005/2006	1.1%	1.0%
2004/2005	1.0%	0.5%
2003/2004	0.4%	1.3%
2002/2003	1.2%	1.1%
2001/2002	0.5%	0.4%

* Data fluctuations between years due to low numbers of employees in qualifying group.

The table below (Figure 6) shows equality monitoring information across the whole of the Council's workforce from April 2011 – March 2014.

Fig. 6: Workforce Equality Monitoring Data at March 2014

Equality group	2011-2012	2012-2013	2013-2014
White	99.50%	99.18%	98.8%
BEM	0.50%	0.82%	1.2%
Male	46.90%	53.69%	52%
Female	53.10%	46.31%	48%
Disabled	6.72%	7.38%	9.52%
Age 16-24	15.57%	6.35%	4.18%
Age 25-39	21.06%	23.16%	19.76%
Age 40-49	29.03%	31.76%	32.32%
Age 50 and over	34.34%	38.73%	43.72%
Heterosexual*	67.08%	66.60%	66.74%
Gay, lesbian or bisexual*	0.18%	0.20%	0.23%
Christian*	48.50%	52.46%	53.25%
Buddhist*	0.18%	0%	0
Any other religion or belief*	1.41%	1.03%	1.39%
No religion or belief*	49.91%	46.31%	38.83%

* Provision of monitoring information for these categories is optional

One of the actions arising from our first Gender Equality Scheme in 2007 was to monitor training uptake by gender, to ensure that all our staff are able to access learning and development opportunities. Figure 7 below shows our progress on this.

Fig. 7: Training uptake by gender, 2009 –2014

	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Male	64.53%	65.46%	66.58%	46.48%	68.26%
Female	35.47%	34.54%	33.42%	53.52%	31.74%

Source: Human Resources & Payroll Department

4. Workforce monitoring data: 2013-2014

Discipline

There was no disciplinary action during this period.

Grievances (including harassment and bullying)

There were no grievances lodged during this period.

Training and development

During 2013 -14, 120 'off the job' training places have been taken up, the majority in contrast to 2012/13 by males (68.26%).

Labour turnover

During 2012-13 there were 52 leavers under TUPE. Of the total number of leavers, 67.36% were male; 32.7% were female; 17.3% were 16-24 years of age; 38.5% were over 50; and 7.7% were disabled. There were 22 voluntary leavers, of whom 19% were 16-24 years and 47.62% were over 50. The chart below shows the total labour turnover by age band.

Dismissals

There were 1 dismissals on grounds of capability during this period.

Redundancy / efficiency of service

There were 8 redundancies during this period.

Ill health retirement

There were 1 ill health retirements during this period.

Workforce monitoring

During 2012-13, 46.52% of our employees were female; 99.18% declared their ethnicity as white and 0.82% declared as ethnic minorities; 7.38% of our workforce declared themselves to be disabled. The chart below illustrates the age profile of our workforce.

Workforce by age, 2014/14

Age Group	2012/2013	2013/14
16 - 24	6.35%	4.18%
25 - 39	23.16%	19.76%
40 - 49	31.76%	32.32%
50+	38.73%	43.72%

We introduced monitoring for sexual orientation, and religion or belief across all our employment practices in 2008.

Sexual orientation

While 32.79% of our employees prefer not to declare their sexual orientation, 66.74% of our employees declared themselves to be heterosexual.

Religion or belief

53.25% of our workforce has declared themselves to be Christian; 1.39% have declared another religion or other belief; and 38.83% have declared no belief.

5. Equal Pay Review

In 2007, the gender pay gap at Bolsover District Council was 2.38% for all employees, reducing to 0.16% for all employees in 2009. This compares to a national gender pay gap of 16.4% (Equality and Human Rights Commission, 2010).

6. Senior pay policy

Following consideration and approval at Council on 1 March 2012, our policy for senior management pay is available on our website as required by the Localism Act 2011.