

EDUCATION SERVICES DEPARTMENT EQUALITY REPORT

YEAR END 2002/03

SUMMARY

This report summarises and comments on the monitoring of equal opportunities employment policies during the period 1 April 2002 to 31 March 2003.

1. APPLICANT MONITORING (Success Ratios)

Payband	2002/3	2001/02	2000/01	1999/00	1998/99
1	0.30	0.22	0.30	0.32	0.51
2	0.50	0.83	1.22	0.91	0.42
3	0.45	0.29	0.77	0.00	1.67
4	0.78	0.00	0.00	0.00	0.00
Overall	0.43	0.39	0.81	0.41	0.48

The figures should be considered along with other workforce profile data because they tend to be volatile as a result of the total numbers being recruited. Of greater significance is the proportion of applicants from ethnic minorities appointed which is 41%.

2. RECRUITMENT AUDIT

Since 1998/99, audit of appointments has been carried out in the Department. The audit confirms that adherence to the Council policy is generally good, although a few cases revealed some room for improvement.

3. WORKFORCE PROFILE 2002/3

PAYBAND	WHITE %	ETHNIC MINORITY %	UNKNOWN %	MALE%	FEMALE %	DISABLED %
1	27.63	14.18	0.20	2.62	40.62	0.40
2	17.33	5.48	0.37	5.22	20.02	0.37
3	20.18	4.09	0.11	4.91	19.52	0.17
4	6.04	0.51	0.00	2.17	4.08	0.14
Misc.	0.42	0.14	0.03	0.09	1.02	0.03
TOTAL	71.61	24.39	4.00*	15.02	84.98	1.10

01/02	72.20	20.58	7.22	14.69	85.31	0.86
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*See note under ethnic origin

Ethnic Origin

The white total has slightly decreased and in turn the ethnic minority total has increased compared to 2001/2.

Disability

The proportion of employees with disabilities has remained broadly the same as 2001/2.

Gender

The high proportion of women employed has remained broadly the same as 2001/2.

4. EMPLOYEE RELATIONS MONITORING

Departmental monitoring information is set out in the table in the main report. Generally, the number of cases is so few as to make statistical interpretation inappropriate. However, there is no indication that ethnic minority staff have been disproportionately affected.

5. EQUALITY TASK GROUP

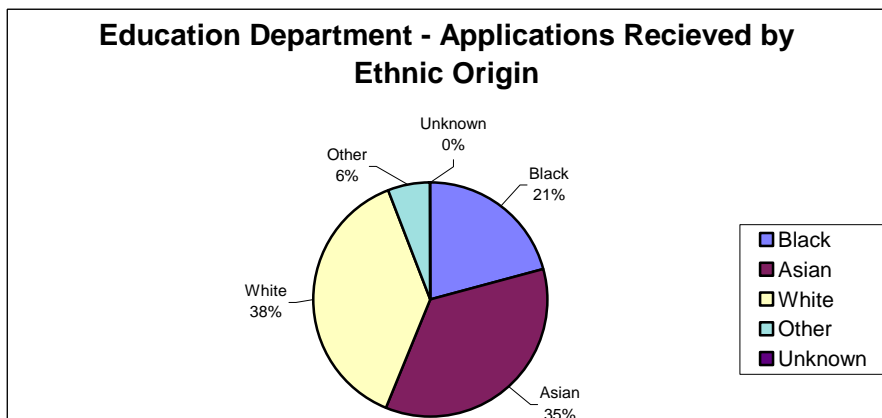
The Departmental Equality Task Group has been reconstituted to provide staff development opportunities for departmental staff. The group has a programme of work to address social inclusion; staff development from an equality perspective; and the new generic equality standard.

APPLICANT MONITORING EDUCATION DEPARTMENT (EXCLUDING SCHOOLS)

1 April 2002 to 31 March 2003

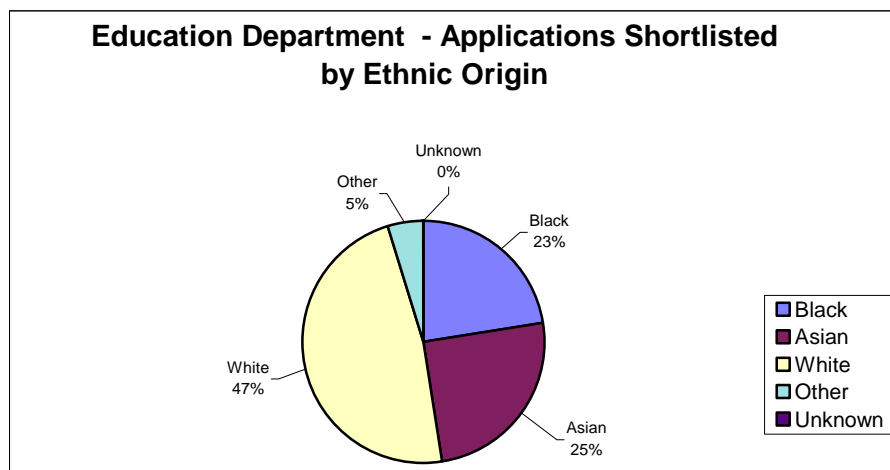
APPLICATIONS RECEIVED BY ETHNIC ORIGIN

Black	196
Asian	329
White	355
Other	55
Unknown	0
Total	935



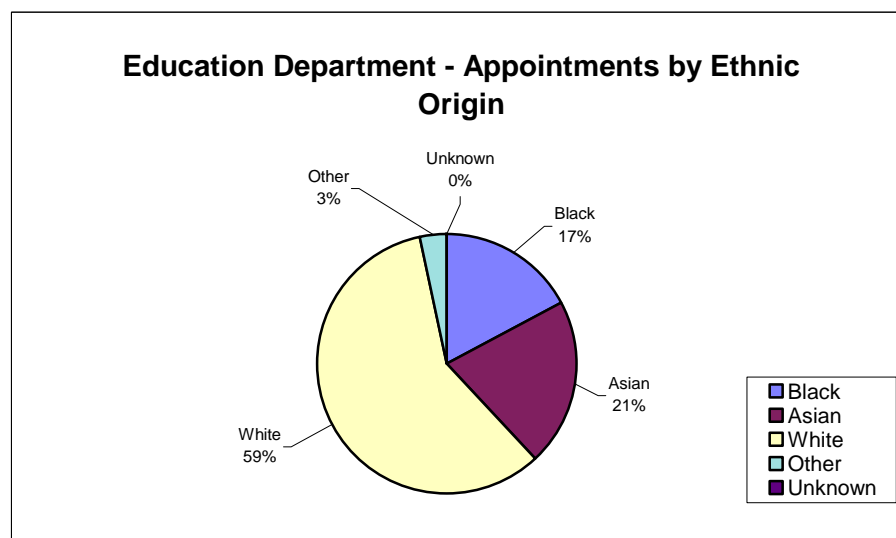
APPLICATIONS SHORTLISTED BY ETHNIC ORIGIN

Black	67
Asian	74
White	141
Other	14
Unknown	0
Total	296



APPLICANTS APPOINTED BY ETHNIC ORIGIN

Black	15
Asian	18
White	51
Other	3
Unknown	0
Total	87



Employee Relations Equality Monitoring Information 2002/03

Department: Education

MONITORING CATEGORY
ETHNIC GROUP
NUMBER OF CASES
TOTAL NUMBER

Probation Dismissals		Disciplinary Investigations		Disciplinary Hearings		Grievances		Management OHS Referrals		Ill-Health Dismissals (inc		Redundancy (inc early	
Eth. Min.	White	Eth. Min.	White	Eth. Min.	White	Eth. Min.	White	Eth. Min.	White	Eth. Min.	White	Eth. Min.	White
0	1	1	5	1	3	1	2	10	34	0	2	0	0
1		6		4		3		44		2		0	

Disciplinary Hearing			
	No Action	Warning	Dismissal
Eth. Min.	0	0	0
White	0	0	0
	0	0	0

HARASSMENT CASES Please list all cases inserting additional rows as necessary
Please indicate ethnic group as either EM (Ethnic Minority) or W (White) and Gender as either M (Male) of F (Female)

Racial Harassment	Person Harassed		Person Harassing	
	Ethnic Group	Gender	Ethnic Group	Gender

Sexual Harassment	Person Harassed		Person Harassing	
	Ethnic Group	Gender	Ethnic Group	Gender

Other Harassment	Person Harassed		Person Harassing	
	Ethnic Group	Gender	Ethnic Group	Gender
	W	M	W	M

NOTES

Where cases involve more than 1 employee please add explanatory notes
Only include cases which have been concluded in the accounting year