

Aberdeenshire
COUNCIL



**Equality and Diversity
Monitoring Statistics**

1st January to 31st December 2007

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1 Introduction

[The Equality and Human Rights Commission](#) states that “It is unlawful for a public authority exercising a function of a public nature to perform any act which constitutes discrimination. This applies to all the legal grounds for discrimination. Organisations in the public sector are expected to lead the way in carrying out their functions with demonstrable respect for equality and human rights. In the delivery of services and in the devising of policies and procedures, public authorities have a crucial role to play in promoting the values and practices of a fair and democratic society.”

Aberdeenshire Council is committed to providing equal opportunities to all job applicants and employees. This means job applicants have equal access to employment opportunities and employees have equal access to promotion, training, and secondment regardless of gender, disability, ethnicity, age, sexual orientation or religion or belief.

The Council is legally obliged to monitor employment practices and the equality profile of the workforce in accordance with the duties set out under the Sex Discrimination Act 1975 (as amended by the Equality Act 2006), Disability Discrimination Act (as amended) 2005 and Race Relations (Amendment) Act 2000. The information also assists the Council in identifying and eliminating any kind of discrimination within employment.

This report details the equality and diversity monitoring information collected for applicants and employees during 2007 by Aberdeenshire Council, covering gender, disability, ethnicity and age, and compares these results to those collected throughout 2006. No information on sexual orientation or religion or belief has been collected by the Council to date.

2 Applicant Key Facts 2007

Gender Profile

- 51.1% of applicants were female
- 20.4% were male
- 28.5% have not provided this information

Disability Profile

- 1.1% of our applicants have reported they have a disability

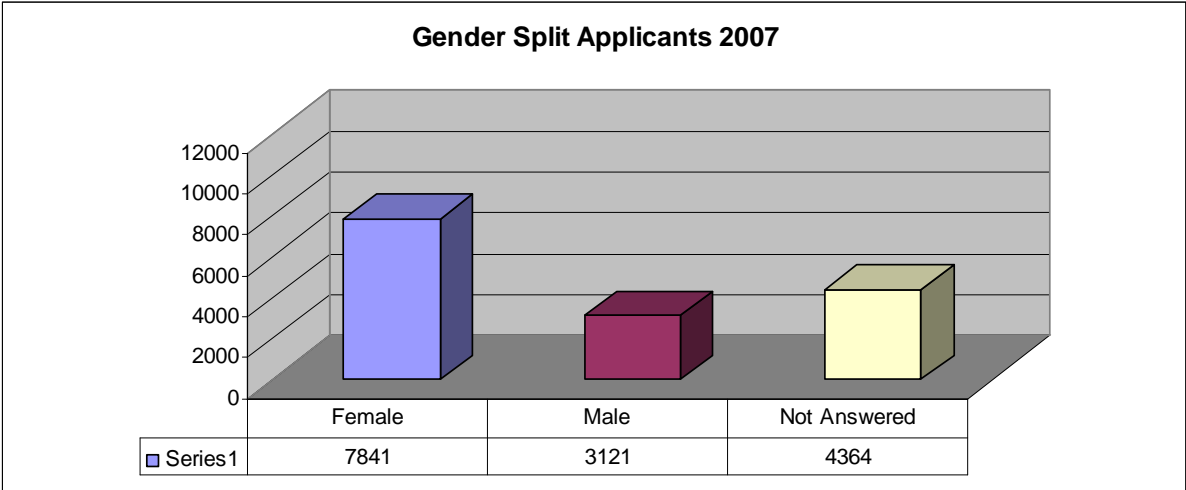
Ethnicity Profile

- 94.2% of applicants reported having a European ethnic background
- 5.2% reported they come from other ethnic backgrounds
- 0.6% have not provided this information

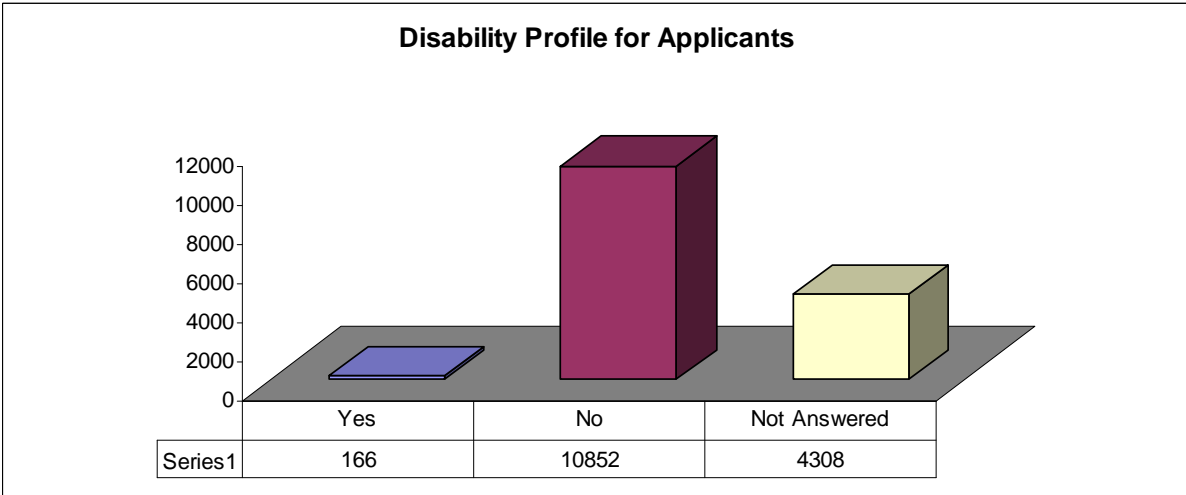
Applications for Promoted Posts

- 14.7% of applicants with a European ethnic background considered the post applied for a promotion
- 7.0% from other ethnic backgrounds
- 6.0% have not provided this information

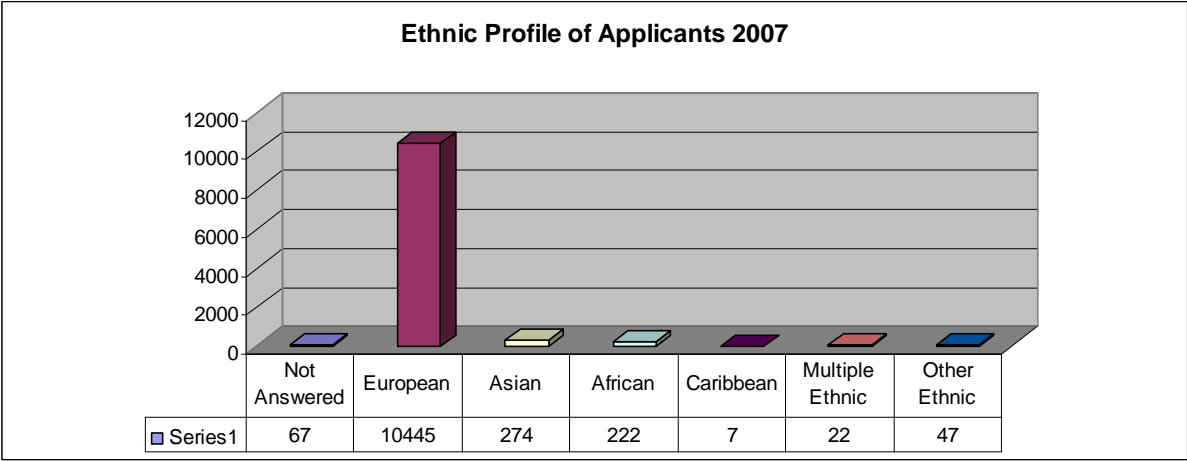
2.1 Gender



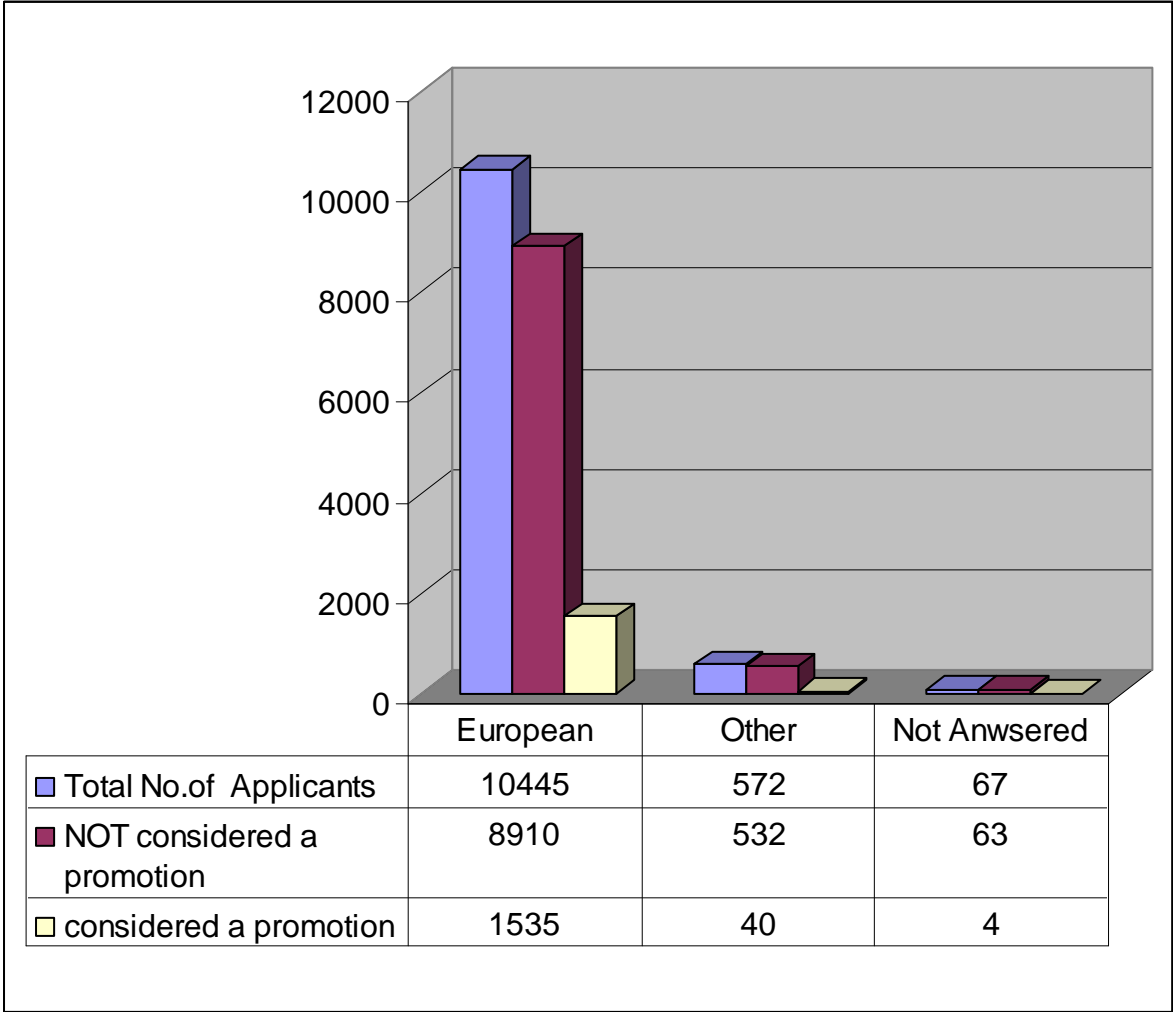
2.2 Disability



2.3 Ethnicity



2.4 Promoted Posts Applied For



3 Applicant Comparative Data Key Facts 2006/2007

Gender Profile

- There was a reduction of approximately 25% in applications in comparison to 2006
- The gender profile however remained constant in proportion to the number of applications received

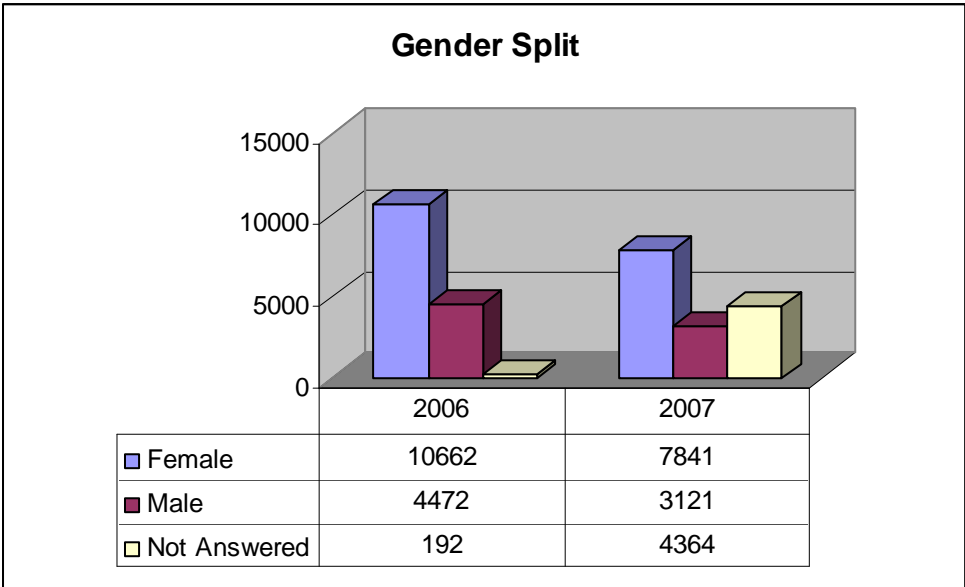
Disability Profile

- The number of applicants declaring a disability has remained constant between 2006 and 2007 in proportion to the number of applications received

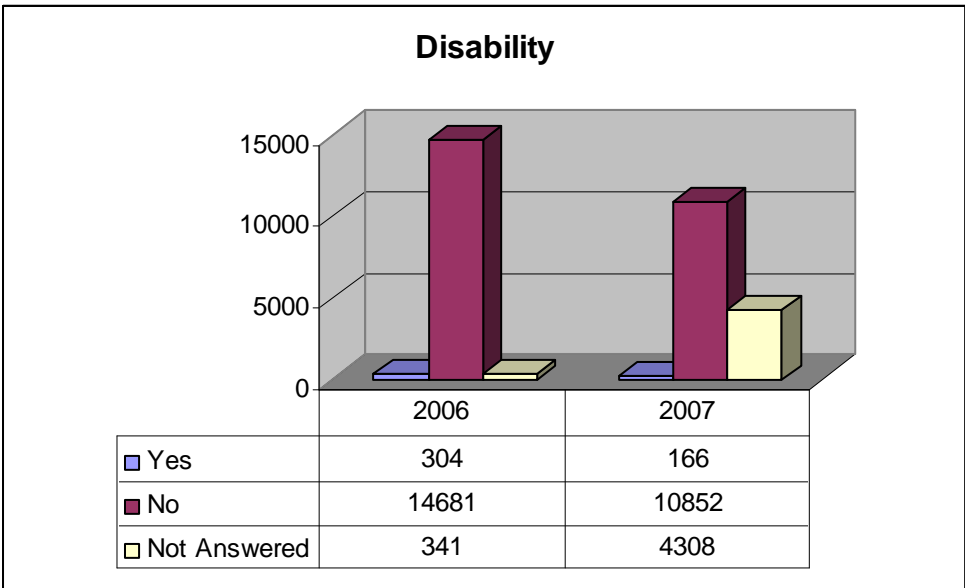
Ethnicity Profile

- The Ethnic Profile for applicants showed that applications from: -
 - European, Multiple Origin and Not Answered decreased in comparison to 2006
 - African, Asian, Caribbean and Other Origin increased

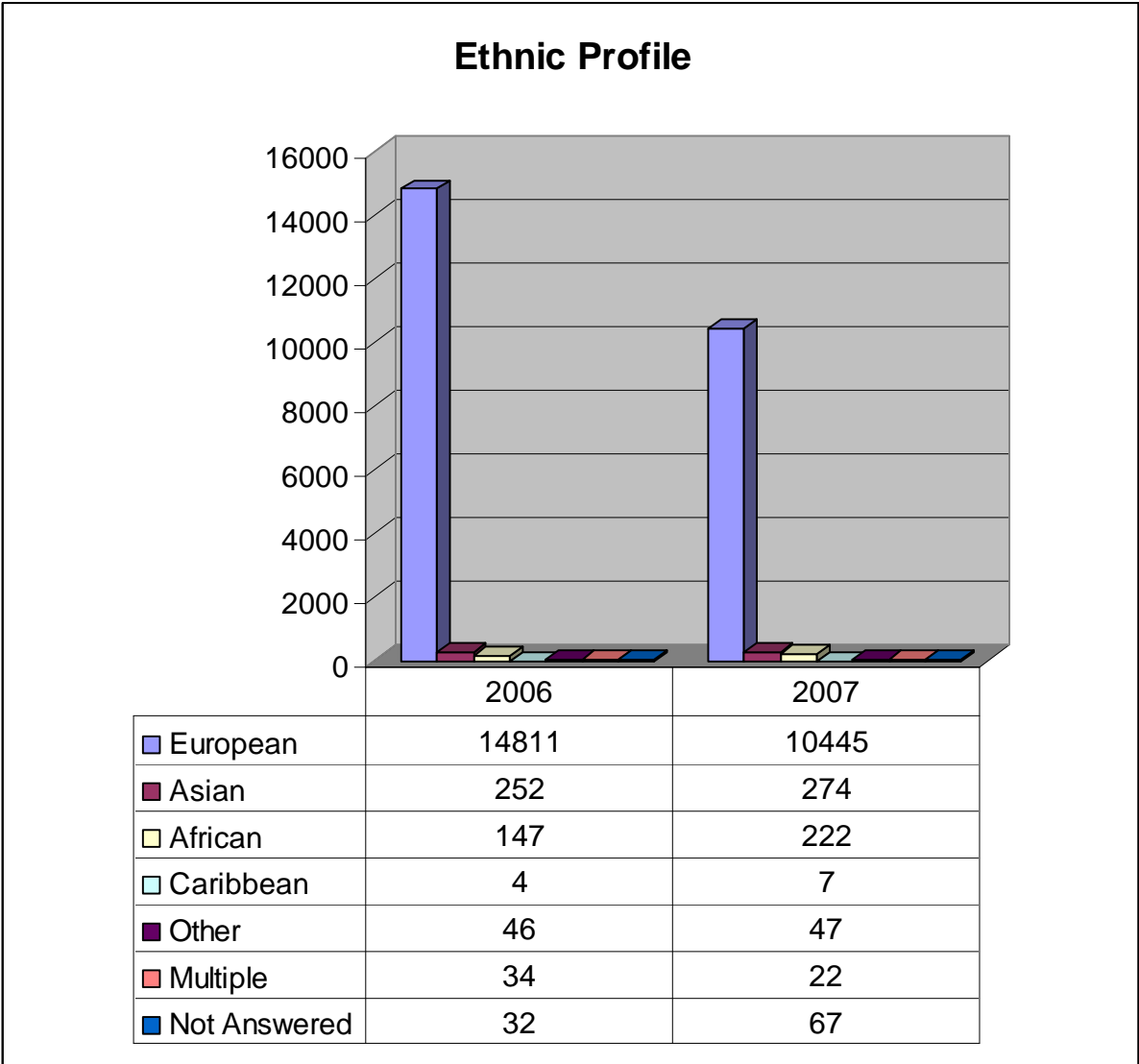
3.1 Gender



3.2 Disability



3.3 Ethnicity



4 Employee Key Facts 2007

Gender Profile

- 78.3% of employees are female
- 21.7% are male

Disability Profile

- 1.2% of our employees have reported they have a disability

Ethnicity Profile

- 88.4% of applicants reported having a European ethnic background
- 0.8% reported they come from other ethnic backgrounds
- 10.8% have not provided this information

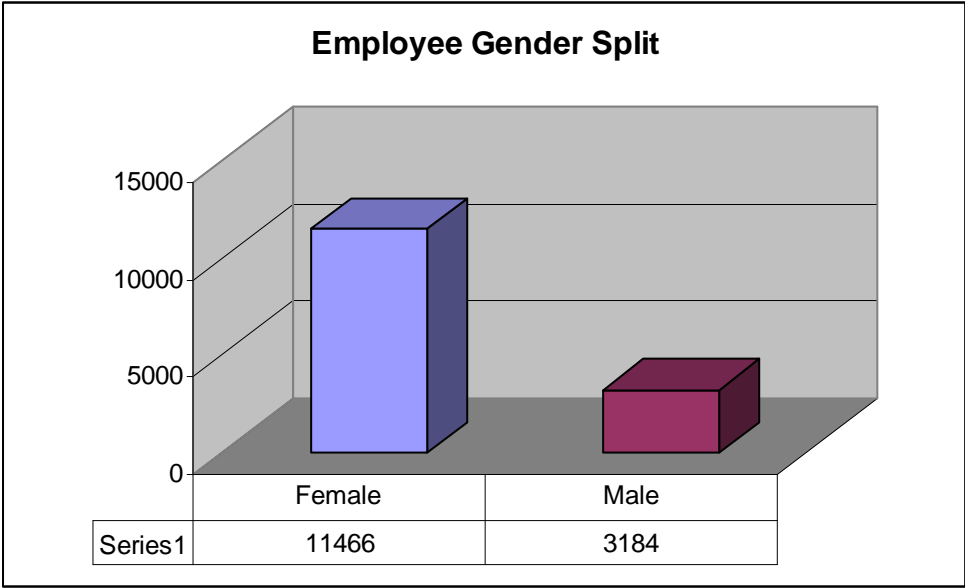
Age Profile

- 2.09% of employees are under age 20
- 29.84% of employees are under age 40
- 67.08% are over age 40
- 2.78% are age 65 or over

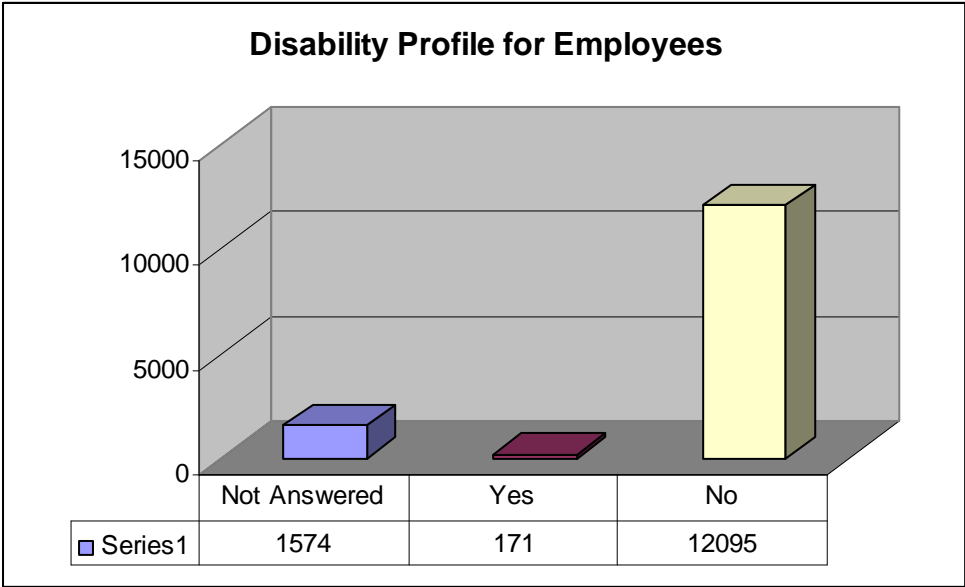
Monitoring Form Returns

- 89% of Equality and Diversity Monitoring forms have been returned

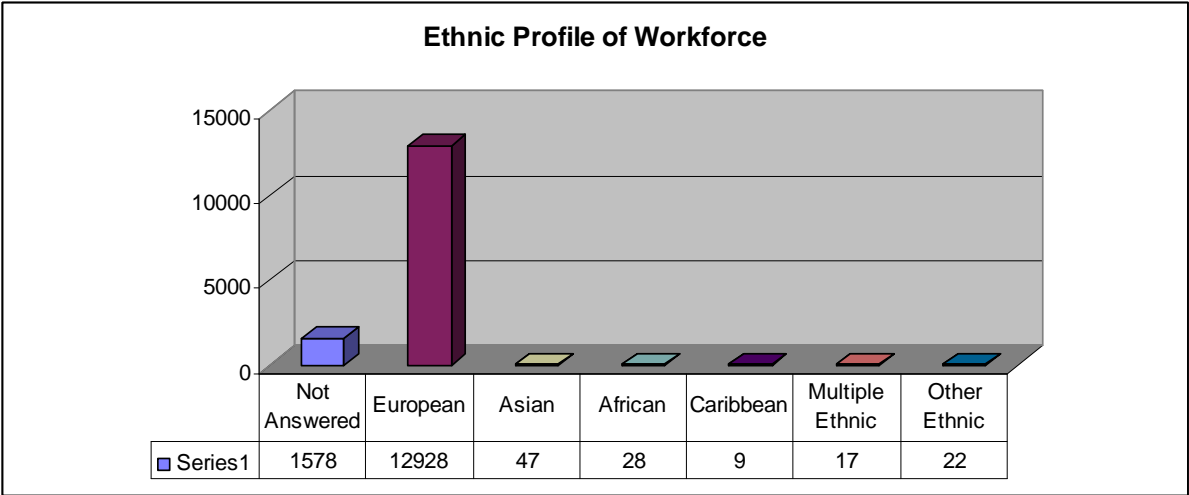
4.1 Gender



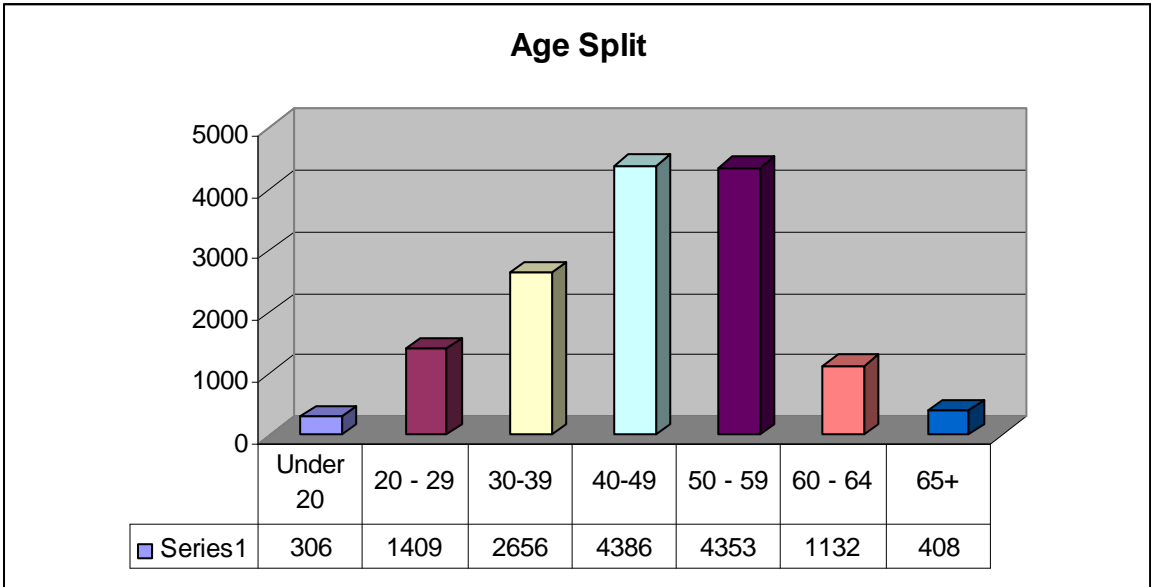
4.2 Disability



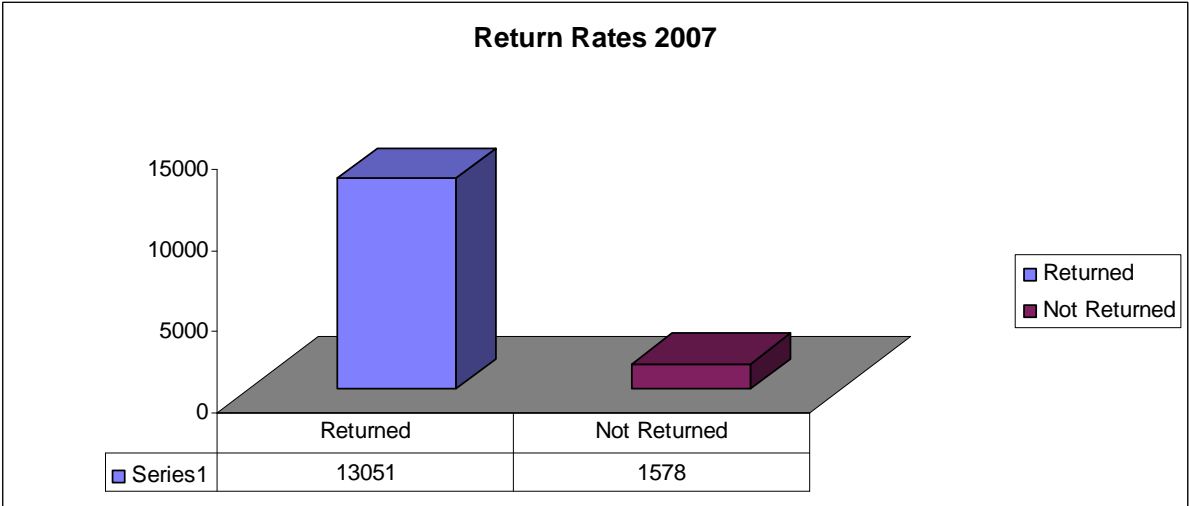
4.3 Ethnicity



4.4 Age



4.5 Equality and Diversity Monitoring Form Return Rates



5 Employee Comparative Data Key Facts 2006/2007

Gender Profile

- 1% increase for female employees in 2007 compared to 2006
- 1% decrease for male employees in 2007 compared to 2006

Disability Profile

- The number of employees reporting they have a disability has remained constant between 2006 and 2007

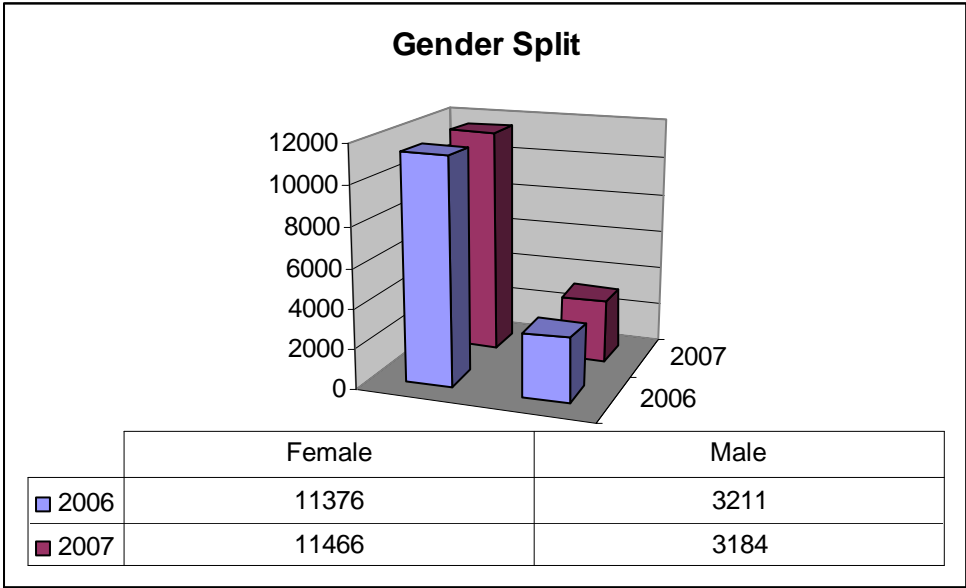
Ethnicity Profile

- Figures for ethnicity have also remained constant showing only minor changes between 2006 and 2007

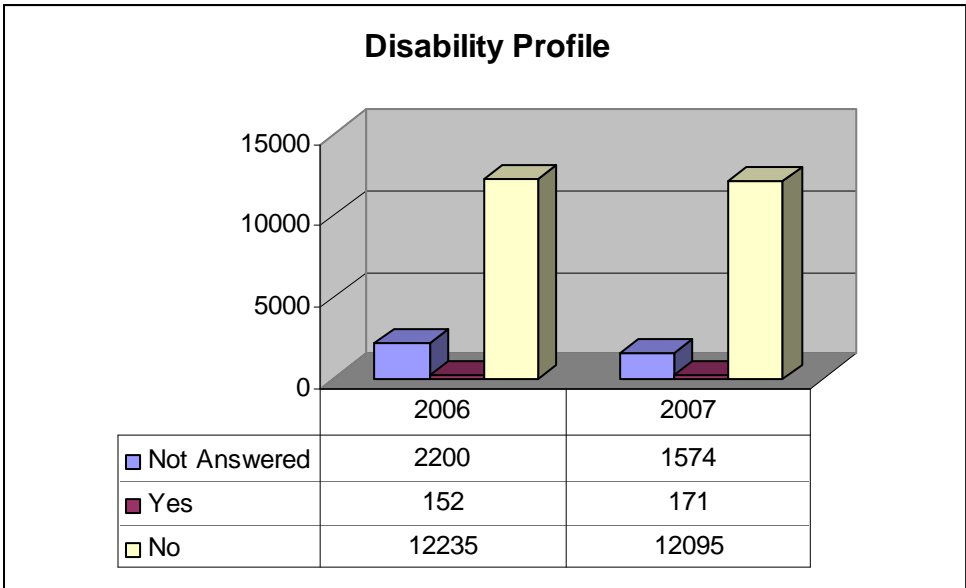
Age Profile

- The figures show that there is an increase in all age bandings for 2007 except the 30 – 39 and 40 – 49 groups which both show a decrease in numbers from 2006

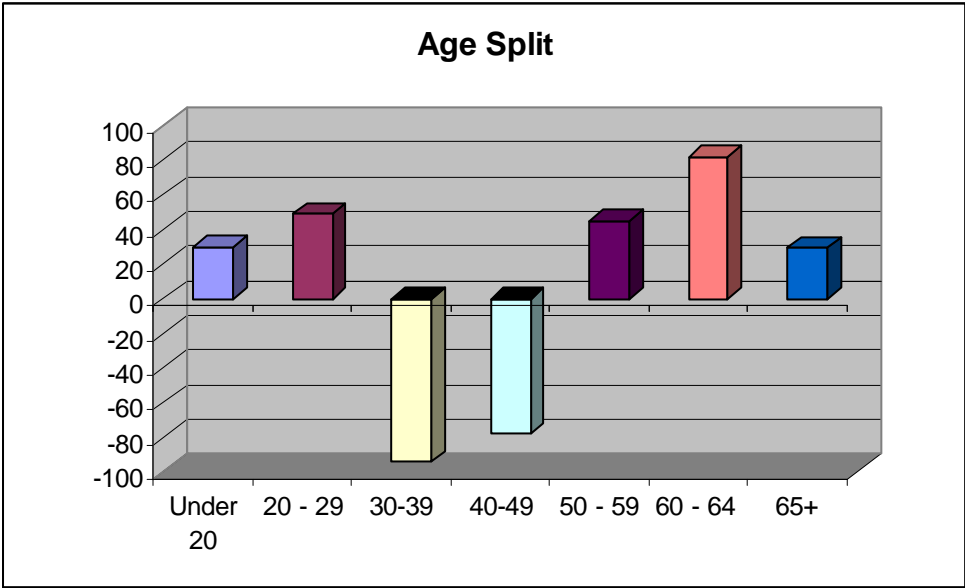
5.1 Gender



5.2 Disability

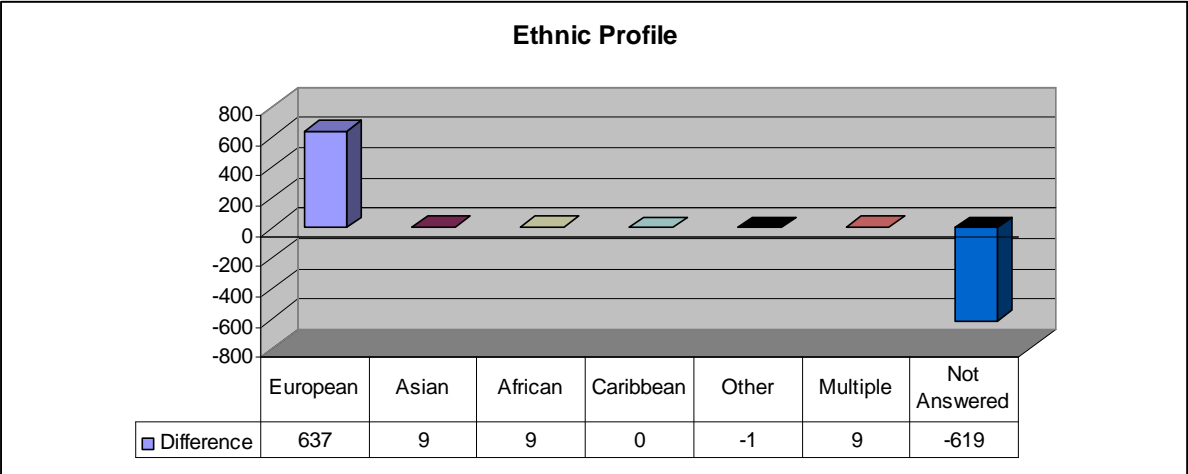


5.3 Age



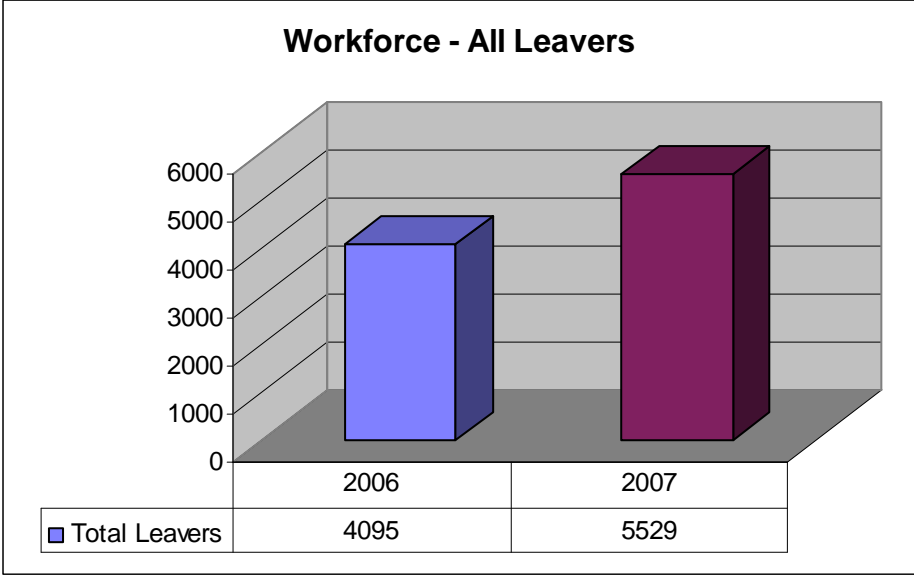
The graph above represents the differences in the age bandings between 2006 and 2007

5.4 Ethnicity



The graph above represents the differences in the Ethnic Profile between 2006 and 2007

5.5 Leavers



6 Employee Relations Key Facts

Gender Profile

Disciplinary

- 51.85% are female
- 48.15% are male

Grievance

- 99% are female
- 1% are male

Dignity

- 100% are female
- 0% are male

Ethnicity Profile

Disciplinary

- 55% are Scottish
- 11% are English
- 4% are Irish
- 11% are Other Ethnic Background
- 19% have not provided this information

Grievance

- 90% are Scottish
- 5% are English
- 5% are Irish

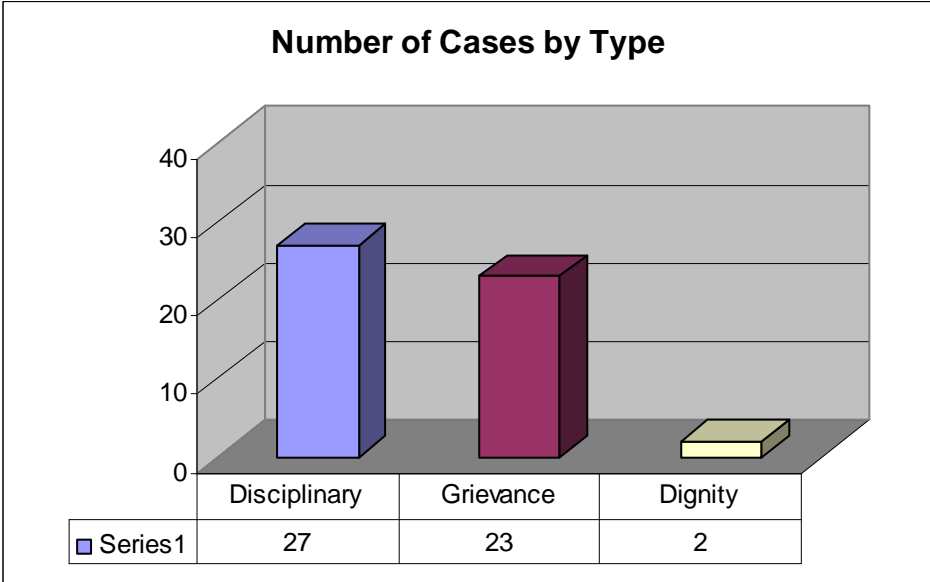
Dignity

- 50% are Scottish
- 50% have not provided this information

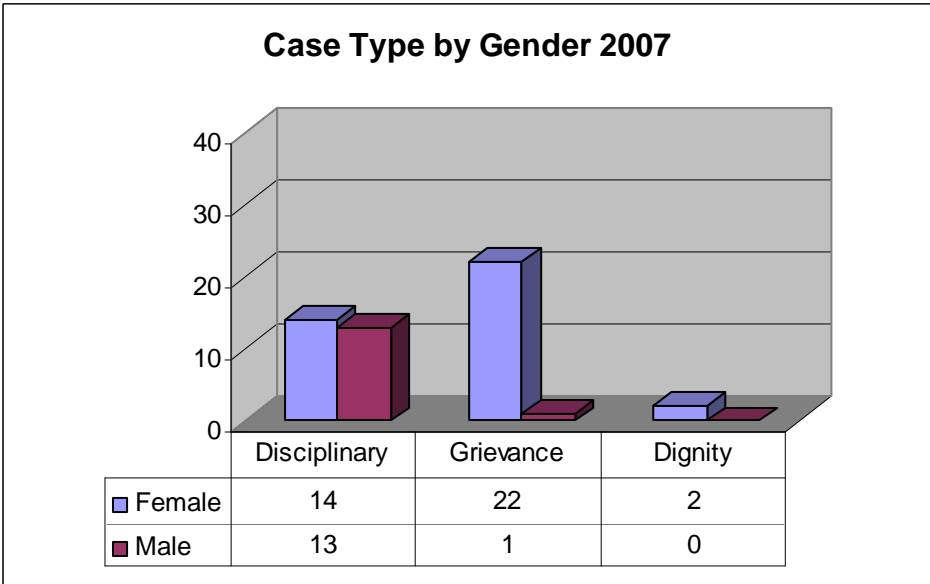
6.1 Employee Relations - Disciplinary/Grievance/Dignity Cases

The figures reported are for serious cases only where there is Personnel involvement.

6.2 Cases by Type



6.3 Gender Split



6.4 Case Types by Ethnicity

