

1. Statistical Information

1.1 This report provides general statistical information in relation to ethnic origin, gender and disability. It also contains detailed statistical information required under the Race Relations Act 1976 (Statutory Duties) Order 2001, under the Disability Equality Duty and some additional monitoring information.

2. Equality Local Workforce Performance Indicators

2.1 From 1 April 2008 a new performance framework for local authorities was introduced, a single set of 198 national indicators, which do not include workforce data. Local Workforce Performance Indicators replaced the Best Value Performance Indicators (BVPIs). The local set of indicators has been developed to focus on the strategic objectives of the Council. Benchmark figures are given where possible and are the median results for the results from other County Councils.

2.2 **Council employee indicators** - information on employee ethnic origin, gender and whether they are disabled is stored against all employees' records in the Council's secure personnel information management system (SAP). In addition, information is now being collected for religion and belief and sexual orientation.

The Council encourages all employees to provide this information and an Equalities survey is undertaken every two years to ensure records are as up to date as possible. This allows us to update records where employees have become disabled in the interim period or where information was not captured at appointment.

Further data is also being gathered through new arrangements to record reasonable adjustments, currently being implemented. This will be supported with a revised set of guidance and promotion to managers about our duty to make reasonable adjustments.

2.3 Women as a percentage of top 5% of earners.

All County Councils	East Sussex County Council				Future targets
	2005/06	2006/07	2007/08	2008/09	
2007/08	2005/06	2006/07	2007/08	2008/09	2009/10
46.8%	46.17%	46.90%	47.82%	53.11%	N/A

Women comprise 79% of all Council employees and the proportion of women in the top 5% has risen steadily over recent years, now giving a result in the top quartile of all authorities in England for East Sussex County Council. This demonstrates the value that the Council places on ensuring that both men and women have access to promotion opportunities and leadership skills courses, to fully develop their potential.

2.4 The percentage of the top 5% of earners from Black and Minority Ethnic communities

All County Councils	East Sussex County Council				Future targets
	2005/06	2006/07	2007/08	2008/09	2009/10
2007/08	1.61%	1.61%	2.12%	3.51%	N/A
2.1%					

In order to improve the percentage in the top 5% to match the proportion available in the local workforce more closely, the Council has identified minority ethnic publications in which to place adverts to raise the profile of East Sussex. Through raising awareness of the range of jobs available in the Council, attending selected recruitment fairs targeted at the community and minority groups, the image of the Council is promoted to all members of the community.

2.5 The percentage of Council BME employees

All County Councils	East Sussex County Council				Future targets
	2005/06	2006/07	2007/08	2008/09	2009/10
2007/08	2.04%	2.2%	2.17%	2.25%	2.23-2.5%
2.6%					

All managers and supervisors are expected to complete the Council's Recruitment and Selection e-learning training which covers equalities aspects. All vacancies are advertised in ways that ensure that all sectors of the community can apply. Attendance at selected recruitment fairs ensures that a positive image of the Council is promoted to all. We are now monitoring pre-employment equalities statistics relating to shortlisting and interview success for all applicant groups to determine any disadvantage.

2.6 The percentage of economically active disabled people in the County is 13.90%. This information is taken from the 2001 Census.

2.7 The percentage of top 5% of earners who are disabled

All County Councils	East Sussex County Council				Future targets
	2005/06	2006/07	2007/08	2008/09	2009/10
2007/08	3.44%	3.16%	2.39%	4.83%	N/A
2.6%					

This indicator is based on small numbers and therefore a minor change in the FTE this year has affected the outturn significantly. Investigations have been carried out to identify reasons for the changes in the number of disabled employees, in general. Actions are being put in place following the results of this report, including equalities monitoring to update records for existing employees, raising awareness of the Disability forum, and monitoring of pre-employment statistics to ensure that we are attracting equal proportions of the available population.

2.8 The percentage of Council staff who are disabled

All County Councils	East Sussex County Council				Future targets
	2005/06	2006/07	2007/08	2008/09	
2007/08	2005/06	2006/07	2007/08	2008/09	2009/10
2.0%	4.24%	3.92%	3.57%	3.38%	3.0-3.5%

The calculation method specifies that only records with a known status can be included; the number of records with an “Unknown” status has been reduced to 10.9%. It is recognised that this is a sensitive issue for many people and that the information we currently hold is not complete, but data quality is a high priority for the Council and improvements will continue to be made.

We have undertaken a range of advertising campaigns in relevant publications that are targeted at disabled people in the community to raise the profile of the Council as an employer of choice. We have also continued to promote the award winning Return to Work Programme that supports vulnerable groups in our community back into the workplace.

In September 2008 the Council implemented and promoted to managers an improved Reasonable Adjustment recording system supported by a revised set of guidance about our duties with regard to making reasonable adjustments.

2.9 What actions are in place to achieve corporate objectives?

- East Sussex County Council are part of a pilot programme with IDea to introduce the new Equality Framework for Local Government. Our participation will enable us to lead the way on the equality and diversity agenda in celebrating our commitment and achievements to date.
- We are continuing to work towards “developing” status under the new Standards classification, improving our position on the Stonewall index and monitoring workforce diversity to assess the effects of PAT policies and initiatives.
- The Equality Index produced by Stonewall, a registered charity that campaigns on equality issues for lesbians, gay men and bisexuals, shows that East Sussex County Council is still one of the best employers in the country for lesbian, gay and bisexual people and is not the highest ranked County Council in Britain, at number 26 on the index, up from 33 in 2008.
- The existing Race, Disability and Gender scheme is undergoing review to ensure the Council’s compliance with statutory duties. It is proposed to introduce a Single Equality Scheme combining the original requirements along with the additional strands of age, religion and belief and sexual orientation. Further work has been carried out to provide comprehensive guidance for recruitment of those nearing age 65 and new guidance for recruitment of under 18’s has been developed.
- Equality Impact Assessments have been carried out for all high priority policies and services and a refresh programme and action plan have been developed.

- Regular workforce monitoring is carried out to measure the effect of policies and initiatives to increase proportions of minority groups in the workforce to more closely match the local population. Overall the proportions of Black and minority ethnic employees is improving and although there has been a decrease in the proportion of employees recording themselves as disabled, East Sussex remain within the higher performing County Councils.
- Information on recruitment will be further improved and more detailed monitoring of pre-employment practices to check for inequalities should be possible following implementation of an E-recruitment system in 2009/10.

3. Statutory annual workforce monitoring, including race, gender, disability and extended to Age, Sexual Orientation and Religion/Faith

3.1 The information in this section meets the reporting requirements of the Race Relations Act 1976 (Statutory Duties) Order 2001. It has been extended, where that information exists, to cover gender and disability. The information on disabled people will, in particular, be used to support the Council's commitments to the Positive about Disabled People scheme ("2 ticks") and the requirements of the Disability Equality Duty.

Table 3.1a – Ethnic origin information for East Sussex County Council Workforce – 2008/09

Dept	Ethnic Minority Groups														White					Total	%BME (as % of total employees excluding unknown and withheld)	
	AN Other Asian Background	Bangladeshi	Indian	Pakistani	AN Other Black Background	Black, African	Black, Caribbean	AN Other Mixed Background	White & Asian	White & Black African	White & Black Caribbean	Chinese	Other Ethnic Group	Travellers of Irish Heritage	AN Other White Background	White, British	White, Irish	Total BME	Total White			Total Excluding Unknown
Adult Social Care	5		7	3	2	7	7	12	10	2	3	1	12		48	1475	43	71	1566	1637	1708	4.34
Chief Executive's	1		1					2	3	1	3	1	3		24	635	9	15	668	683	726	2.20
Corporate Resources	1					1						1			12	220	3	3	235	238	249	1.26
Children's Services	5	3	4	2		6	6	10	6	3	8	4	5		70	1514	21	62	1605	1667	1797	3.72
Schools	9	1	33	5	5	12	16	28	20	7	15	8	21	1	302	9723	107	181	10132	10313	10725	1.76
Transport & Environment			1				1		2		1				9	398	6	5	413	418	434	1.20
Total	21	4	46	10	7	26	30	52	41	13	30	15	41	1	465	13965	189	337	14619	14956	15639	2.25

The table shows that there are proportionately greater numbers of ethnic minority employees in Adult Social Care and Children's Services.

Table 3.1b – Gender composition of ESCC employees – 2008/09

Department	Female	Male	Total	% Women
Adult Social Care	1388	320	1708	81.3
Chief Executive's	573	153	726	78.9
Children's Services	1435	362	1797	79.9
Corporate Resources	83	166	249	33.3
Schools	8769	1956	10725	81.8
Transport and Environment	188	246	434	43.3
Grand Total	12436	3203	15639	79.5

While the overall proportion of women employees is high, at nearly 80% of the workforce, there are significant variations across the Council. It can be seen that the operational departments of Adult Social Care, Children's Services and Schools have similar percentages to the overall workforce. The proportions of women in our Corporate Resources Directorate - covering property, audit, ICT and finance - and our Transport and Environment Departments are, however, relatively low in comparison.

Table 3.1c – Disabled / non disabled composition of ESCC employees – 2008/09

Department	Disabled	Non-Disabled	Total excluding unknown	Total	% Disabled (as % of total excluding unknown)
Adult Social Care	108	1511	1619	1708	6.67
Chief Executive's	32	629	661	726	4.84
Children's Services	88	1497	1585	1797	5.55
Corporate Resources	10	228	238	249	4.20
Schools	210	9219	9429	10725	2.23
Transport and Environment	23	379	402	434	5.72
Grand Total	471	13463	13934	15639	3.38

The proportions of employees with a disability varies across the Council's departments and are particularly high in Adult Social Care and Transport and Environment.

Table 3.1d – Age composition of ESCC employees – 2008/09

Dept	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
Adult Social Care		159	296	473	570	171	39	1708
Chief Executive's	15	87	145	203	204	69	3	726
Children's Services	6	254	403	545	463	108	18	1797
Corporate Resources		36	67	76	56	13	1	249
Schools	134	1127	2271	3812	2676	532	173	10725
Transport and Environment		48	106	137	87	38	18	434
Grand Total	155	1711	3288	5246	4056	931	252	15639
% of Workforce	1	11	21	34	26	6	2	100

The workforce age profile peaks at 40-49 with 34% of employees. There has been little change in this profile over recent years. The highest proportions of under 30's are in Children's Services and Corporate Resources, which also has the lowest proportion of over 50 year olds.

Table 3.1e – Sexual Orientation composition of ESCC employees – 2008/09

Sexual Orientation information was gathered for the first time in the Equalities Survey in 2008, it is also gathered at appointment through the application form.

Sexual Orientation	No of Employees	% of workforce
Bisexual	14	0.09
Gay Man	28	0.17
Gay Woman / Lesbian	56	0.34
Heterosexual / Straight	3845	23.36
Other	27	0.16
Grand Total	16462	

East Sussex has been rated as the best County Council in the UK when it comes to equal opportunities for lesbian, gay and bisexual people. The official rating comes in Stonewall's Workplace Equality Index for 2009. Stonewall is a registered charity that campaigns on equality issues for lesbians, gay men and bisexuals and East Sussex County Council is again among the top 100 private and public sector employers in the Index. Not only has East Sussex been ranked as the best County Council, the authority has also improved its overall Index position from 33rd last year to 26th this year.

County Council Leader Peter Jones, said: "We are delighted to be ranked as the best County Council and pleased to have improved our overall position in the Stonewall Index. This is recognition of our positive approach on equality issues and the developments we have made such as the launch last year of our LGBT Staff Forum. Stonewall made the 2009 index a much tougher challenge for employers and many saw their ranking fall so for us to achieve this improved performance is excellent news."

The County Council was ranked according to criteria ranging from how it implements equality policies to demonstrating good practice in recruitment and mentoring, and how it engages with lesbian and gay staff, customers and service users.

Table 3.1e – Religion/Faith composition of ESCC employees – 2008/09

Religion/Faith information was gathered for the first time in the Equalities Survey in 2008, it is also gathered at appointment through the application form.

Religion	No of Employees	% of workforce
Buddhist	27	0.17
Christian	2844	18.19
Hindu	2	0.01
Jewish	11	0.07
Muslim	11	0.07
Sikh	5	0.03
Other religion	110	0.70
No religion	1129	7.22
Grand Total	15639	100

3.2 Recruitment

Applicants for employment and new employees

Reporting on the recruitment module of the SAP information system was developed in 2007/08 and has allowed an overview of the application process. However, these figures do not include Schools recruitment as details for this are not held centrally. A new e-recruitment system is being introduced in 2009/10 and future data will be generated from this system. Information regarding applicants Sexual Orientation and Religion are not available at this point.

Table 3.2a - Applicants

Ethnic Group	Total	Disability	Total	Gender	Total
Asian or Asian British	230	Yes	204	Female	6776
Black or Black British	239	No	10595	Male	4494
Chinese or Other Ethnic Group	101				
Mixed	191				
White	8723				
Total	11273	Total	11273	Total	11273
Total from an Ethnic Minority	761	Total with a disability	204	Total Female	6776
% Applicants from an Ethnic Minority	6.75%	% Applicants with a disability	1.81%	% Applicants who are female	60.11%

There has been a much greater volume of applicants in this year and this has resulted in greater proportions of applicants from ethnic minorities. This is higher than the proportion available in the local area, as at the 2001 Census, at over 6%. The percentage of disabled applicants is lower and is below the number currently in the workforce. The number of female applicants is also lower than the proportion currently in the workforce.

Table 3.2b – Successful Applicants

Ethnic Group	Total	Disability	Total	Gender	Total
Asian or Asian British	16	Yes	49	Female	2269
Black or Black British	21	No	2560	Male	614
Chinese or Other Ethnic Group	13				
Mixed	28				
White	2630				
Total	2883	Total	2883	Total	2883
Total from an Ethnic Minority	78	Total with a disability	49	Total Female	2269
% New Starters from an Ethnic Minority	2.7%	% New Starters with a disability	1.7%	% New Starters who are female	78.7%

It is important to note that overall numbers from ethnic minorities are low and very small changes in the actual numbers of people can have a relatively large impact on the percentage. Although, the proportion of employees appointed from an ethnic

minority is still higher than that available in the local labour market (2.5%), according to the 2001 Census data, it is lower than the proportion for 2007/08 (3.4%).

The proportion of employees with a disability has remained steady at just under 2%. This is below the percentage of economically active disabled people in the community and further work will be carried out to investigate this trend.

The figures regarding gender show that we are still recruiting similar numbers of women into the workforce but further analysis is necessary to see whether these are within the same range of roles and to identify how both women and men can be encouraged to apply for positions across the Council.

Age	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
Total Employees	124	703	791	837	323	81	24	2883
% of workforce	4.3	24.4	27.4	29.0	11.2	2.8	0.8	100.0

Sexual orientation	Total
Bisexual	6
Gay Man	9
Gay Woman / Lesbian	18
Heterosexual / Straight	751
Other	11
Total	2883
Total LGBT	33
% New Starters who are Lesbian, Gay, Bisexual or Transgender	1.15%

Religion/Faith	Total
Buddhist	5
Christian	429
Jewish	7
Muslim	5
Sikh	2
Other religion	25
No religion	360
Total	2883
Total declaring a specific religion	473
% of New Starters declaring a specific religion	16.41%

The proportion of new starters shows a good spread across the age groups, with high levels starting within the younger age bands. Following the general age profile of the workforce, the highest group is 40-49 year olds.

Of the total workforce, just under 1% have declared their status as Lesbian, Gay, Bisexual or Transgender. Therefore, the proportion of new starters declaring their status is a good indicator for the future recording and monitoring of this group.

3.3 – Promotion

Promotion statistics are difficult to quantify due to the complexity of recording on the HR system, so have been identified as all “internal transfers” where an employee has moved to a higher grade. Overall, approximately 5% of the workforce have been promoted in 2008/09.

Table 3.3a – Promotions by Group

	No of Promotions	Rate of Promotion in Workforce
Overall	857	5.5%
Ethnic Minorities	19	5.5%
White	795	5.95%
Disabled	25	5.2%
Non Disabled	730	5.6%
Female	634	5.2%
Male	223	7.0%
<20	4	2.5%
20-29	200	11.7%
30-39	231	7.0%
40-49	280	5.3%
50-59	130	3.2%
60-64	11	1.2%
65+	1	0.4%

The rate of promotions for employees from an ethnic minority is 5.5%, which is very close to the rate for white employees and the same as the overall rate for promotion in the County Council. Although the proportion with a disability that have been promoted is lower at 5.2%, it is still within the same range.

The rate of male and female employees within the workforce being promoted has increased since last year (approximately 3% for both), to 7% of males and 5% of females having received a promotion in 2008/09. The local performance indicator for women in the top 5% of earners continues to increase, following the trend over the last few years, and this is likely to continue, with the implementation of Leadership training opportunities and adherence to best practice guidelines in recruitment and selection.

The age profile shows good proportions at the younger ages gaining promotional opportunities. There are fewer promotions for the groups over 50 years of age.

These areas will continue to be closely monitored. All staff undertaking job interviews are fully trained, according to Council policies, alongside an on line Recruitment and Selection training module that was developed in order to improve access to Recruitment and Selection training. Guidance on Recruitment and Selection policies, processes and good practice are promoted to staff via the Council’s Intranet information system.

3.4 Access to training opportunities

Information for internal training is now held on the SAP information system. This shows that 4971 employees received training through internally run courses in 2008/09. An analysis of the attendees reveals that, of this group, 295 employees (5.9% compared to 2.2% in the workforce) were from an ethnic minority and 209 (4.2% compared to 3.38% in the workforce) were people with a disability. The proportion of employees receiving training within these categories, therefore slightly exceed their proportions in the workforce.

The 4971 employees who received training accounted for a total of 13647 course places, spread across 1432 courses that were run over the year.

	No of Employees	No of courses	Average no of courses
Overall	4971	13647	2.7
Ethnic Minorities	295	901	3
White	4454	12156	2.7
Disabled	209	626	3
Non Disabled	4364	12009	2.8
Female	3710	10642	2.9
Male	1261	3005	2.4
<20	22	47	2.1
20-29	580	1739	3.0
30-39	1030	2773	2.7
40-49	1574	4373	2.8
50-59	1434	3926	2.7
60-64	287	707	2.5
65+	44	82	1.9
LGBT	65	248	3.8
Heterosexual / Straight	1332	3925	2.95
Religion	1073	3190	2.97
No religion	481	1471	3.06

This report shows that on the whole, there are equal proportions of employees receiving training across the workforce.

3.5 Employees who benefit from performance appraisal

New employees who are in their probationary year are subject to the provisions of the Supported Introduction to Employment Policy. Employees who have completed their probationary year and subsequently moved from one job with ESCC to another are subject to the provisions of the Appointment Support Procedure to assist them in settling into their new role.

During the period 1 April 2008 - 31 March 2009 all employees, with the exception of those subject to the procedures outlined above, benefited from an annual performance appraisal with their line manager. Subject to a successful appraisal all LMG managers who met agreed targets received a salary increase to the next incremental point on their pay scale, unless already at the top of their grade. All other employees automatically received an annual increment, unless already at the top of their grade.

3.6 Employees who are the subject of disciplinary procedures

Table 3.6 – Employees involved in disciplinary procedures (1 April 08– 31 March 09)

Ethnic Group	% Total	Disability	% Total	Gender	% Total
BME	6	Yes	6	Female	53
White	86	No	78	Male	46
Total	100	Total	100	Total	100

3.7 Employees involved in grievance procedures

Table 3.7 – All Departments - number of employees (1 April 08 – 31 March 09)

Ethnic Group	% Total	Disability	% Total	Gender	% Total
BME	24	Yes	5	Female	71
White	76	No	90	Male	28
Total	100	Total	100	Total	100

14% of employees involved in grievance or dignity at work procedures were from one of the minority groups identified. The gender proportions more closely match the overall workforce profile for grievances, although disciplinary procedures have a greater proportion of males.

3.8 Cease employment - Attrition rates

Employees leave employment with the Council for many reasons including resignations, retirement and dismissal. Attrition rates of employees are based on the number of employees from particular groups who leave the Council against the average number of employees over the year.

Table 3.8a - Attrition of Council employees by Ethnicity for 2008/09

Ethnic Group	Ethnic Minority Groups														White			Total	Total BME	Total White
	AN Other Asian Background	Bangladeshi	Indian	Pakistani	AN Other Black Background	Black, African	Black, Caribbean	AN Other Mixed Background	White & Asian	White & Black African	White & Black Caribbean	Chinese	Other Ethnic Group	Travellers of Irish Heritage	AN Other White Background	White, British	White, Irish			
Average	18.5	4.5	44	10	7.5	25.5	28.5	47.5	42	14.5	30	14.5	40.5	0.5	457	1384 1	194	15499	328	14492
Leavers	3	1	3	3	1	10	2	7	10	2	7	4	5		82	1990	39	2283	58	2111
% Attrition 08/09	16.2	22.2	6.8	30.0	13.3	39.2	7.0	14.7	23.8	13.8	23.3	27.6	12.4	0.0	17.9	14.4	20.1	14.7	17.7	14.6

It is important to note that the overall numbers of employees from single ethnic groups in particular, is low, so relatively small changes in absolute numbers may have a significant effect on the turnover rate. However, the attrition rate for BME employees generally is higher than the rate for white employees.

Initiatives are in place to encourage recruitment from minority groups and ongoing implementation and development of policy should ensure that we are recruiting to all levels and a wider range of roles, so this pattern should begin to change but the levels of attrition from this area will continue to be monitored.

Table 3.8b – Attrition of Council Employees with a Disability for 2008/09

Disability Status	Disabled	Non Disabled	Total
Average no employees	477	13262.5	15499
Leavers	62	1948	2283
Attrition %	13%	14.7%	14.7%

The percentage of employees with a disability leaving employment is slightly lower than the overall attrition for the Council

However, this group is complicated by the high level of employees that have not declared their status, the majority of whom, from experience, are likely to be non disabled, thus lowering the overall rate if included. Approximately 12% of leavers did not have a recorded disability status.

Table 3.8c - Attrition of Council Employees by Gender 2008/09

Gender	Female	Male	Total
Average no employees	12321.5	3177.5	15499
Leavers	1790	493	2283
Attrition %	14.5%	15.5%	14.7%

The attrition levels for gender are very similar to the overall attrition figures, with male attrition 1% higher.

Table 3.8d - Attrition of Council Employees by Age 2008/09

Age	<20	20-29	30-39	40-49	50-59	60-64	65+	Total
Average Stocks	168.5	1684.5	3282	5184.5	4051	888	240.5	15499
Leavers	76	396	445	622	440	226	78	2283
% Attrition	45.1%	23.5%	13.6%	12.0%	10.9%	25.5%	32.4%	14.7%

Attrition levels tend to be high for the younger age bands, through trend patterns; this is to be expected as younger employees with short service are more likely to leave. The attrition rates rise again in the older age bands where employees retire from 60 onwards.

Table 3.8e - Attrition of Council Employees by Sexual Orientation 2008/09

Sexual orientation	LGBT	Heterosexual / Straight	Total
Average Stocks	97	3361	15499
Leavers	6	70	2283
% Attrition	6.2%	2.1%	14.7%

The rates for LGBT employees are higher than the proportion of Heterosexual employees leaving but due to the high level of people who have not declared their status this may be misleading. The levels are well below the overall corporate figure of 14.7%.

Table 3.8f - Attrition of Council Employees by Religion 2008/09

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Total
Average Stocks	24	2682.5	1.5	8.5	9	4	99.5	1003.5	15499
Leavers		59		1	1			49	2283
% Attrition	0%	2.2%	0%	11.8%	11.1%	0%	0%	4.9%	14.7%

Due to the low numbers recorded, proportions of leavers can be misleading. However, there do not appear to be any groups with a particularly high rate of attrition.