

1. Statistical Information

1.1 This report provides general statistical information and monitoring of targets for government standards for employment 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 Best Value Performance Indicators (BVPIs)

2.1 Best Value Performance Indicators (BVPIs) provide standardised information on the performance of local authorities in England. The BVPIs in this report cover employment and equality related aspects of service delivery covered by the BVPI requirements for 2006/07. Further information on BVPIs is available from the Department for Communities and Local Government (www.communities.gov.uk). Benchmark figures are given where possible and are the median results for the results from other County Councils.

2.2 General equality performance indicators - BVPI 2a and BVPI 2b assess, at a very broad level, how far the Council has incorporated consideration of equality and diversity into its general policies, practices and procedures.

BVPI 2a – The level of the Equality Standard for Local Government to which the authority conforms.

All county councils (avg)	East Sussex County Council			Future targets	
	2002/03‡	2004/05	2005/06	2006/07	2007/08
1	2	2	2	2	3

‡No current benchmark figures available

What actions are in place to achieve the 2007/08 target?

The Council has commissioned a short term project to review equalities work. Strategic objectives and the wider integration of equalities work have been a key feature of the review. The project report will help to strengthen our approach to equalities as well as identifying current strengths and key areas for improvement, particularly in respect of achieving Level 3 of the Equality Standard.

To take forward areas for development identified by the project report, an external consultant has been commissioned to support the development of a clear action plan to facilitate the achievement of Level 3.

BVPI 2b – The duty to promote race equality – scored against a checklist and expressed as a percentage.

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
74%	63.15%	68.42%	68.42%	68.42%	68.42%

What actions are in place to achieve the 2007/08 target?

The Council has made steady progress in its duty to promote race equality and the findings of the short term equalities review should further integrate the promotion of race equality with the provisions of the Equality Standard. To take forward areas for development identified by the review, an external consultant has been commissioned to support the development of a clear action plan. Targets remain as per the outturn for 2006/07 until appropriate actions have been put in place.

2.3 Council employee indicators - information on employee ethnic origin, gender and whether they are disabled is stored against all employees' records in the Council's personnel information management system (SAP). The information is requested from employees when they join the Council, and is entered on their personal record at that point, unless a person has expressly said that they would prefer to withhold the information.

The Council encourages all employees to provide this information and an Equalities survey is issued 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.

BVPI 11A - Women as a percentage of top 5% of earners.

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
44.63%	40.28%	46.17%	46.90%	47.0%	47%

What actions are in place to achieve the 2007/08 target?

The outturn for this indicator has been steadily increasing since March 2003 (35.14%), achieving 46.17% in March 2006 with no additional resources or active management, other than the application of Personnel Policies and good practice guidelines on recruitment and selection and provision of training in recruitment and selection.

BV 17b - The percentage of economically active Black and Minority Ethnic community people in the County is 2.5%. This information is taken from the 2001 Census and therefore remains unchanged year to year.

BVPI 11B - The percentage of the top 5% of earners from Black and Minority Ethnic communities

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
2005/06	2004/05	2005/06	2006/07	2007/08	2008/09
1.67%	1.59%	1.61%	1.99%	1.99%	1.99%

In order to improve the percentage to match the proportion available in the local workforce more closely, the Council has identified minority ethnic and disability publications in which to place adverts to raise the profile of East Sussex. We have also attended PR events such as recruitment fairs, targeted at the community and also minority groups, to raise awareness of the range of jobs available in the Council and encourage all sectors of the community to apply. Targets and action will be reassessed annually when the performance outcome is known, an improving outturn being the aim.

BVPI 17a - The percentage of Council BME employees

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
2005/06	2004/05	2005/06	2006/07	2007/08	2008/09
1.7%	2.15%	2.04%	2.2%	2.2%	2.2%

What actions are in place to achieve the 2007/08 targets?

The proportion of employees from minority ethnic groups has returned to pre 2005/06 levels and is close to the proportion available within the local authority area (2.5%). Initiatives have been put in place to ensure continued improvement. These include placement of adverts in minority ethnic and disability publications, attendance at PR events and the creation of on-line discussion boards for ethnic minority and other minority groups. Targets and action will be reassessed annually when the performance outcome is known; an improving outturn being the aim.

A standardised Exit Questionnaire was implemented in October 2006, which is sent out to all employees leaving Council employment. This can be returned anonymously, if the employee chooses. It asks a series of questions related to the employee's reason for leaving and details of whether they have felt discriminated against at any point in their employment. Initial analysis of the responses, covering October 2006 to March 2007, showed that none of the respondents had felt discriminated against because of their race or ethnic origin.

BVPI 16b - The percentage of economically active disabled people in the County is 13.90%. This information is taken from the 2001 Census.

BVPI 11C - The percentage of top 5% of earners who are disabled

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
2005/06	N/A	3.44%	3.16%	3.16%	3.16%
1.81%					

This was a new indicator for 2005/06 and is based on small numbers which reduced slightly during 2006/07 (from 6.5 FTE to 6.3 FTE)

BVPI 16a - The percentage of Council staff who are disabled

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
2005/06	5.34%	4.24%	3.92%	3.92-4.25%	3.92-4.25%
1.26%					

The BVPI calculation method specifies that only records with a known status can be included and following a survey in February 2006 and improvements in recording, the number of records with an “Unknown” status has been reduced to 12.6%. 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.

What actions are in place to achieve the 2007/08 targets (for 11C and 16A)?

Initiatives are in place to improve results, including the Disability Action Plan, the “Return to Work” programme to help long term unemployed people with a disability back into the workforce, adverts are being placed in a wider range of minority publications to help raise the profile of the Council and raise awareness of the range of jobs available. An improved outturn is expected over time; targets and action will be reassessed annually when the performance outcome is known.

A Disability Forum meets on a regular basis to raise the profile of disability equality issues within the Council. The Forum is an effective channel for the Council to involve disabled employees in any new initiatives or policies and provides a safe environment for disabled employees to support each other, share experiences and discuss issues. There is also an on-line discussion board which provides a confidential forum for disabled employees across the council.

The Council recruited a Disability and Diversity Officer in August 2005 to implement and co-ordinate the recommendations of a review commissioned by the Council from East Sussex Disability Association (ESDA). Implementation of the recommendations was completed in April 2007 and future work to continue to promote disability equality in employment will be taken forward by the HR Strategy Team.

Lunchtime Equalities Sessions have also been made available to managers and employees on various topics to increase awareness in all areas.

BVPI 174 - The number of racial incidents recorded by the authority per 100,000 population.

All county councils (av*)	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
2002/03	7.66	12.68	18.08	13.45	13.85
27.74					

‡No current benchmark figures available

There continues to be an increase in the reporting as more schools respond with their data. The figures have the potential to rise further as awareness of reporting is raised and other services record incidents.

This links to BVPI 175 which ensures that the systems are in place to investigate the reported incidents and deal with them in a satisfactory manner, and this target should remain steady at a high level.

BVPI 175 - The percentage of racial incidents that resulted in further action.

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
2005/06	100%	100%	92.2%	100%	100%
96.62%					

What actions are in place to achieve the 2007/08 target?

Setting targets for the rate is problematic as it is dependent both on the actual rate of incidents and awareness of ways to report incidents. There is follow up action on every reported racial incident and support offered by caseworkers. Incidents reported in schools are followed up by the school with the support of the Children's Services Department Equalities Advisors. However, some reports are not followed up as clients do not always wish to take any further action.

BVPI 156 - The percentage of authority buildings open to the public in which all public areas are suitable for and accessible to disabled people.

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
66.94	31.33%	51.22%	55.26%	60%	60%

What actions are in place to achieve the 2007/08 target?

The Council has conducted an extensive survey of Council (public) properties and agreed a 5 year rolling plan of improvements, which is ongoing. This initiative only includes those buildings that have public access and due to the on-going review and changing portfolio, this target will reach a maximum level. The decisions on which buildings are selected are based on consultation with Service departments and linked to existing plans to ensure that the best use is made of available budgets. Future targets are based on budget restrictions and the greater challenges of buildings that are more difficult to update.

BVPI 165 - The percentage of pedestrian crossing with facilities for disabled people.

All county councils	East Sussex County Council			Future targets	
	2004/05	2005/06	2006/07	2007/08	2008/09
84.5%	80.1%	86.4%	89.7%	93.4%	97.4%

What actions are in place to achieve the 2007/08 target?

A rolling programme has been instigated to adjust the height of dropped kerbs at those sites which do not meet the criteria.

3. Statutory annual race monitoring, extended to gender and disability

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 – 2006/07

Department	Ethnic Minority Groups												White			Total Excluding Unknown	Unknown		Total	%BME (as % of total employees excluding unknown and withheld)			
	AN Other Asian Background	AN Other Black Background	AN Other Mixed Background	Bangladeshi	Black, African	Black, Caribbean	Chinese	Indian	Other Ethnic Group	Pakistani	White & Asian	White & Black African	White & Black Caribbean	White, British	White, Irish		AN Other White Background	Total BME			Total White	Withheld	Unknown
Adult Social Care	3	4	7	0	10	5	2	4	12	4	7	1	4	1519	44	47	63	1610	1673	32	23	1728	3.77
Chief Executive's	1	0	0	0	0	0	0	4	0	0	4	0	3	611	9	27	12	647	659	15	17	691	1.82
Children's Services	3	0	6	2	6	6	3	4	4	2	8	3	4	1248	26	59	51	1333	1384	17	72	1473	3.68
Corporate Resources Directorate	0	0	0	0	0	0	3	0	1	0	1	0	0	206	1	10	5	217	222	5	4	231	2.25
Schools	7	2	27	1	8	19	4	31	17	4	17	9	24	9405	108	275	170	9788	9958	103	352	10413	1.71
Transport and Environment	0	1	0	0	0	1	0	1	1	0	1	0	1	392	6	11	6	409	415	10	10	435	1.45
Grand Total	14	7	40	3	24	31	12	44	35	10	38	13	36	13381	194	429	307	14004	14311	182	478	14971	2.15

The table shows that there are large numbers of employees from ethnic minorities working in Schools but that proportions in the workforce are greater in Adult Social Care and Children's Services.

Table 3.1b – Gender composition of ESCC employees – 2006/07

Department	Female	Male	Total	% Women
Adult Social Care	1421	307	1728	82.2
Chief Executive's	541	150	691	78.3
Children's Services	1165	308	1473	79.1
Corporate Resources Directorate	79	152	231	34.2
Schools	8512	1901	10413	81.7
Transport and Environment	183	252	435	42.1
Grand Total	11901	3070	14971	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 is possible to see 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 relatively low in comparison due to the nature of the work in these departments.

Table 3.1c – Disabled / non disabled composition of ESCC employees – 2006/07

Department	Disabled	Non-Disabled	Total excluding unknown	Unknown	Total	% Disabled (as % of total excluding unknown)
Adult Social Care	120	1539	1659	69	1728	7.23
Chief Executive's	24	602	626	65	691	3.83
Children's Services	76	1258	1334	139	1473	5.70
Corporate Resources Directorate	7	211	218	13	231	3.21
Schools	259	8582	8841	1572	10413	2.93
Transport and Environment	27	378	405	30	435	6.67
Grand Total	513	12570	13083	1888	14971	3.92

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.

3.2 Recruitment

Applicants for employment and new employees

Reporting on the recruitment module of the SAP information system is currently under development. Steps have been taken to test the system and improvements in the data input have been identified and implemented to enable reporting on job applicants during 2007/08.

Table 3.2 – New employees

Ethnic Group	Total	Disability	Total	Gender	Total
Asian or Asian British	16	Yes	58	Female	2203
Black or Black British	18	No	2482	Male	612
Chinese or Other Ethnic Group	18	Unknown	275		
Mixed	35				
White	2609				
Withheld	30				
Unknown	89				
Total	2815	Total	2815	Total	2815
Total from an Ethnic Minority	87	Total with a disability	58	Total Female	2203
% New Starters from an Ethnic Minority	3.1%	% New Starters with a disability	2.1%	% New Starters who are female	78%

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. However, the proportion of employees appointed from an ethnic minority is higher than that available in the local labour market (2.5%), according to the 2001 Census data.

The proportion of employees with a disability, however, is below the percentage of economically active disabled people in the community and only reflects 87% of the workforce as 12.6% have not declared their disability status. This reinforces the importance of regular monitoring and review of disability status, where an individual's status may change, to ensure records are kept up to date.

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.

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.

Table 3.3a – Promotions by Group

Ethnic Group	Total	Disability	Total	Gender	Total
Asian or Asian British	1	Yes	13	Female	353
Black or Black British	3	No	395	Male	106
Chinese or Other Ethnic Group	4	Unknown	51		
Mixed	5				
White	421				
Withheld	12				
Unknown	13				
Total	459	Total	459	Total	459
Total BME	13	Total with a disability	13	Total Female	353
% promotions Ethnic Minority	2.8%	% promotions with a disability	2.8%	% female promotions	3.0%

The proportion of promotions for employees from an ethnic minority is 2.8%. However, if this is calculated as a proportion of the workforce (ie number of BME promotions compared to number of BME employees), the rate for BME employees is higher at 4.2% than the rate for white employees at 3%.

For the group with a disability the promotion rate is 2.8%. As a percentage of the disabled workforce this is approximately 2.5%, compared to 3.1% of non disabled employees.

The promotion rate for men is higher at 3.5% than that for women at 3%, as a percentage of the male and female workforces. The BVPI for the number of women in the top 5% of earners has been improving over the last few years and this should continue, with the implementation of Leadership training opportunities and adherence to best practice guidelines in recruitment and selection.

Apparent inequalities in these areas will be closely monitored. All staff undertaking job interviews are fully trained, according to Council policies, and a new on line Recruitment and Selection training module has been 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 3818 employees received training through internally run courses in 2006/07. An analysis of the attendees reveals that, of this group, 107 employees (2.8% compared to 2.2% in the workforce) were from an ethnic minority and 176 (4.6% compared to 3.9% 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 3818 employees who received training accounted for a total of 9799 course places, spread across 1161 courses that were run over the year. The 107 employees from an ethnic minority took up 321 course places, an average of 3 courses each. The remaining 3559 employees with known ethnicity took up 9104 course places, an average of 2.6 courses each.

The 176 employees with a disability took up 504 course places, an average of 2.9 courses each and the remaining employees with a known disability status took up 8680 course places, an average of 2.6 courses each.

This report also shows that the proportions of men and women are approximately the same as the workforce in general. Although the level of males is slightly higher at 24% compared to 20% in the workforce, both genders attended the same average number of courses at 2.6 courses each.

3.5 Employees who benefit or suffer from performance appraisal

During the period 1 April 2006 - 31 March 2007, all employees benefited from their performance appraisal by receiving an annual increase in salary, 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 2006 – 31 March 2007)

Ethnic Group	% Total	Disability	% Total	Gender	% Total
BME	4	Yes	6	Female	50
White	83	No	70	Male	50
Unknown	13	Unknown	24		
Total	100	Total	100	Total	100

Only 8% of the 117 employees involved in disciplinary procedures were from one of the minority groups identified. However, equal numbers of each gender were involved.

3.7 Employees involved in grievance procedures

Table 3.7 – All Departments - number of employees (1 April 2006 – 31 March 2007)

Ethnic Group	% Total	Disability	% Total	Gender	% Total
BME	3	Yes		Female	80
White	94	No	94	Male	20
Unknown	3	Unknown	6		
Total	100	Total	100	Total	100

Only 3% of 35 employees involved in grievance procedures were from one of the minority groups identified. The gender proportions more closely match the overall workforce profile.

3.8 Cease employment - Turnover rates

Employees leave employment with the Council for many reasons including resignations, retirement and dismissal. Turnover 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 - Turnover of Council employees by Ethnicity for 2006/07

Ethnic Group	BME											White					Grand Total	Total BME	Total White	
	Bangladeshi	Black, African	Black, Caribbean	Chinese	Indian	Other Asian Background	Other Black Background	Other Ethnic Group	Other Mixed Background	Other White Background	Pakistani	White & Asian	White & Black African	White & Black Caribbean	White, British	White, Irish				Unknown
Average no employees	3.5	21	28	14	42	16	7.5	32.5	40.5	423	10.5	37.5	12.5	33	13335.5	192.5	657.5	14906	298	13950.5
Leavers	3	5	2	8	6	5	2	5	15	94	2	6	2	6	2234	28	153	2576	67	2356
Wastage %	85.7	23.8	7.1	57.1	14.3	32.3	26.7	15.4	37.0	22.2	19.0	16.0	16.0	18.2	16.8	14.5	23.3	17.3	22.5	16.9

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 turnover rate for BME employees generally is higher than the rate for white employees. A recent analysis showed that the majority of ethnic minority employees are in schools and they are leaving from low paid part time roles. An exit questionnaire was sent out in 2005/06 to investigate reasons for leaving and although the response was not sufficient to generate significant conclusions, it did show that this was because of poor progression opportunities for these roles. Feedback from non-schools departments also confirmed that progression opportunities were limited but it was generally felt that there was support from managers.

The initiatives in place 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 turnover from this area will continue to be monitored.

Table 3.8b – Turnover of Council Employees with a Disability for 2006/07

Disability Status	Disabled	Non Disabled	Unknown	Total
Average no employees	528	12414	1964	14906
Leavers	92	2082	402	2576
Wastage %	17.4	16.8	20.5	17.3

The percentage of employees with a disability leaving employment is at the same level as the overall turnover for the Council, although it is higher than the level of non disabled employees.

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 7% of leavers did not have a recorded disability status.

Table 3.8c - Turnover of Council Employees by Gender 2006/07

Gender	Female	Male	Total
Average no employees	11845	3061	14906
Leavers	2039	537	2576
Wastage %	17.2	17.5	17.3

The turnover levels for gender are very similar to the overall turnover figures, with male turnover fractionally higher.