

1. Statistical Information

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

1.2 For the current report, the Council has prepared a more detailed statistical analysis of the population of the county in comparison with our neighbouring authorities and the South East region. This provides information on;

- population by ethnic origin, gender, disability, age and religion;
- those in the labour market by ethnic origin, gender, disability and age;
- detailed information on the ethnic, gender, disability and age distribution of employees within the Council's departments; and,
- equalities information from the annual staff survey covering ethnic origin, gender (including gender reassignment), disability, age, sexual orientation and religion and belief.

The report was first compiled in 2005 and will be up-dated annually.

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 2005/06. Further information on BVPIs is available from the Department for Communities and Local Government (www.communities.gov.uk).

2.2 General equality performance indicators - BVPI 2a and BVPI 2b assess, at 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 (av*)	East Sussex County Council			Future targets	
	2003/04	2004/05	2005/06	2006/07	2007/08
2002/03					
1	2	2	2	2	3

What actions are in place to achieve the 2006/07 target? A gap analysis against the Standard's self assessment guidance was undertaken in 2004 and an action plan was prepared for 2005/06. Key elements were to complete a programme of revised Equality Impact Assessments (EIAs) across the Council and improve our support and monitoring of our procurement arrangements. Developments in this area are still on-going.

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

All county councils (av*)	East Sussex County Council			Future targets	
	2003/04	2004/05	2005/06	2006/07	2007/08
2002/03 (introduced 03/04)	52.6%	63.15%	68.42%	73.68%	78.94%

What actions are in place to achieve the 2006/07 target?

The Equality Scheme 2006 and the improved approach to EIA will support progress against this target. However, the Council has to establish some new monitoring systems, and allow for these to show progress over time, to establish whether improvements have been made against some of the service delivery criteria. A short term project has been commissioned to examine the strategic objectives and the wider integration of equalities work.

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. The Council encourages all employees to provide this information and, unless a person has expressly said that they want to withhold the information, re-surveys are issued every two years. This allows us to update records where employees have become disabled in the interim period.

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

All county councils (av*)	East Sussex County Council			Future targets	
	2003/04	2004/05	2005/06	2006/07	2007/08
40.18%	37.66%	40.28%	46.17%	48.5%	51%

What actions are in place to achieve the 2006/07 target?

A programme of "Innovation in Leadership" courses was implemented in 2006 as part of the core management skills programme. This will help to continue to prepare existing managers for leadership roles. The EIA of our Personnel and Training function may reveal further opportunities to support the development of women employees, through consultation to identify the views of the group and training in Recruitment and Selection methods, etc.

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 (av*)	East Sussex County Council			Future targets	
	2003/04	2004/05	2005/06	2006/07	2007/08
2002/03	1.04%	1.59%	1.61%	1.63%	1.65%
1.22%					

BVPI 17a - The percentage of Council BME employees

All county councils (av*)	East Sussex County Council			Future targets	
	2003/04	2004/05	2005/06	2006/07	2007/08
2002/03	2.14%	2.15%	2.04%	2.06%	2.08%
1.57%					

The outturn figures for 2005/06 were reduced as a Council wide survey was carried out to update the Equalities data held on employee records in February 2006. This resulted in a reduction of the records showing as status “Unknown” by 2%. However, the proportions in the group of “Unknowns” that declared their ethnicity status as BME did not reflect the overall proportions already known. This resulted in a reduction in the percentage of BME in the workforce.

What actions are in place to achieve the 2006/07 targets?

The Council has undertaken an EIA of the Personnel and Training function (covering all policies and procedures) in association with the Equality Scheme, and in line with the Equality Standard. The expected outcome of the recommendations will be greater support and encouragement to managers to recruit, develop and retain a greater proportion of BME employees.

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. The returned questionnaires will be compiled and results analysed to identify areas for improvement.

BVPI 16b - The percentage of economically active disabled people in the County is 13.90%. Again, this information is taken from the 2001 Census and becomes less reliable year to year. There are difficulties with providing alternative measures of the numbers of disabled people in the population as the definition of disability used in the Census and within the Council for employees, as well as that in alternative sources of information, such as the Labour Force Survey, differ significantly. For example, the Census definition is based on a question regarding long term illness, health problems or disability which limits daily activities or work. The ESCC Equalities Survey refers to the Disability Discrimination Act 1995 definition of an impairment that has a substantial and long term adverse effect on an individual's ability to carry out normal day to day activities.

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

All county councils (av*)	East Sussex County Council			Future targets		
	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
‡New for 2005/06	‡	6.98% *	3.44%	3.5%	3.55%	

*Draft figure prepared for target setting

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

All county councils (av*)	East Sussex County Council			Future targets		
	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08
	1.79%	5.11%	5.34%	4.24%	4.25%	4.26%

The Council has significant gaps in its statistical information on our disabled employees. A further survey was issued to all staff in February 2006, to encourage them to inform the Council if they are disabled and to update our records. This reduced the number of records with an "Unknown" status by approximately 10%, to 13%. However, the proportions in the group of "Unknowns" that declared their status as disabled did not reflect the overall proportions already known. This resulted in an apparent reduction in the percentage of disabled in the workforce.

It is recognised that this is a sensitive issue for many people and that the information we hold is not complete. The work of the Disability and Diversity Officer, to raise awareness, and to provide effective support systems for our disabled employees is expected to lead to a steady improvement in the quality of our information

What actions are in place to achieve the 2006/07 targets (for 11C and 16A)?

The Council has recruited a Disability and Diversity Officer to implement and co-ordinate the recommendations of a report commissioned by the Council from East Sussex Disability Association (ESDA). It is anticipated that implementation of the recommendations, and evaluation, will be completed by April 2007.

A Disability Forum was introduced to raise the profile of disability equality issues within the Council and to allow a safe space for disabled employees to support each other, share experiences and discuss issues.

Lunchtime Equalities Sessions have also been made available to managers and employees on various topics to increase awareness on 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	
	2002/03	2003/04	2004/05	2005/06	2006/07
27.74	4.45	7.66	12.68	13.06	13.45

The target has been set to increase for the first few years, to take into account a period of raising awareness of the Racial Incident reporting schemes in place. It is felt that this should reflect an increasing confidence in reporting of racist incidents and that more people are aware and feel able to come forward.

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 (av*)	East Sussex County Council			Future targets	
	2002/03	2003/04	2004/05	2005/06	2006/07
77.68%	95.24%	100%	100%	100%	100%

What actions are in place to achieve the 2006/07 target?

The Council supports the funding of a Racist Incident Caseworker, employed by Sompriti. 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 the caseworkers. Many of the County Council's incidents relate to schools and are followed up by the school with the support of the Education Department's equalities advisor.

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 (av*)	East Sussex County Council			Future targets	
	2002/03	2003/04	2004/05	2005/06	2006/07
30.77%	16.13%	31.33%	51.22%	55%	60%

What actions are in place to achieve the 2006/07 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 criteria 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 more difficult buildings to update.

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

All county councils (av*)	East Sussex County Council			Future targets	
	2003/04	2004/05	2005/06	2006/07	2007/08
2002/03	72.1%	80.1%	86.4%	89.2%	93.4%
82.92%					

What actions are in place to achieve the 2006/07 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 quality of the information for disabled people and by gender has improved as a result of the introduction of an improved information management system at the start of 2005. 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.

Note the progress in reducing the total withheld and unknown categories as a result of the survey conducted in February 2006

Table 3.1a – Ethnic origin information for East Sussex County Council Workforce – 2005/06

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	4	3	7		8	5	2	4	13	5	8	1	4	1,524	43	44	64	1,611	1,675	35	21	1,731	3.82
Chief Executive's								4	1		2		2	629	9	27	9	665	674	14	15	703	1.34
Children's Services	3		9	2	4	5	5	3	3	1	8	2	3	1,206	25	55	48	1,286	1,334	11	56	1,401	3.60
Corporate Resources Directorate							2							221	1	11	3	233	236	6	3	245	1.27
Schools	10	4	25	2	6	14	7	28	12	5	17	9	20	9,319	109	268	159	9,696	9,855	112	358	10,325	1.61
Transport and Environment		1				1		1	1		1		1	391	4	11	6	406	412	11	13	436	1.46
Grand Total	17	8	41	4	18	25	16	40	30	11	37	12	30	13,290	191	416	289	13,897	14,186	189	466	14,841	2.04

Table 3.1b – Gender composition of ESCC employees – 2005/06

Department	Female	Male	Total	% Women
Adult Social Care	1,421	310	1,731	82.1
Chief Executive's	545	158	703	77.5
Children's Services	1,096	305	1,401	78.2
Corporate Resources Directorate	87	158	245	35.5
Schools	8,456	1,869	10,325	81.9
Transport and Environment	183	253	436	42.0
Grand Total	11,788	3,053	14,841	79.4

While the overall proportion of women employees is high there are significant variations across the Council. The proportions of women in our Corporate Resources Directorate - covering property, audit, ICT and finance - and our Transport and Environment Departments are relatively low.

Table 3.1c – Disabled / non disabled composition of ESCC employees – 2005/06

Department	Disabled	Non-Disabled	Total excluding unknown	Withheld	Unknown	Total	% Disabled (as % of total excluding unknown)
Adult Social Care	130	1560	1690	4	37	1731	7.69
Chief Executive's	31	613	644	1	58	703	4.81
Children's Services	75	1205	1280	2	119	1401	5.86
Corporate Resources Directorate	9	221	230	1	14	245	3.91
Schools	268	8289	8557	34	1734	10325	3.13
Transport and Environment	30	370	400	1	35	436	7.50
Grand Total	543	12258	12801	43	1997	14841	4.24

The employment rate of disabled employees is fairly even across the Council. The level of employees with undeclared disability status is currently around 13%, making assessment less reliable.

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 next year.

Table 3.2 – New employees

Ethnic Group	Total	Disability	Total
Asian or Asian British	17	Yes	53
Black or Black British	11	No	2486
Chinese or Other Ethnic Group	17	Unknown	613
Mixed	36		
White	2676		
Withheld	46		
Unknown	349		
Total	3152	Total	3152
Total BME	81	Total with a disability	53
Proportion of new employees who are BME	2.5%	Proportion of new employees with a disability	1.6%

The proportion of employees appointed from an ethnic minority matches that available in the local labour market (2.5%), although this is becoming increasingly out of date as the census was carried out in 2001. However, it is important to note that overall numbers are extremely low and very small changes in the actual numbers of people can have a relatively large impact on the percentage.

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 13% 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.

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 – Promotion by ethnic group

Ethnic Group	Total	Disability	Total
Asian or Asian British	2	Yes	11
Black or Black British	4	No	356
Chinese or Other Ethnic Group	2	Unknown	86
Mixed	5		
White	403		
Withheld	4		
Unknown	33		
Total	453	Total	453
Total BME	13	Total with a disability	11
Proportion of promotions BME	2.8%	Proportion of promotions with a disability	2.4%

The proportion of promotions for BME employees 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 4.4% than the rate for white employees at 2.8%.

For the group with a disability the promotion rate is 2.4%. As a percentage of the disabled workforce this is approximately 2%, compared to 2.9% of non disabled employees.

Table 3.3b – Promotion by gender

Women	Promotion rate for women (%)	Men	Promotion rate for men (%)	Total
324	2.7%	129	4.2%	453

The promotion rate for men is higher at 4.2% than that for women at 2.7%, 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 3 years and this should continue, with the implementation of Leadership training opportunities and EIA recommendations.

3.4 Access to training opportunities

The quality of information on access to training improved significantly during 2005 as booking on internal training courses is now recorded in the Council HR information management system. This shows that 2985 employees received training through internally run courses, with 78 (2.6% compared to 2.04% in the workforce) being from an ethnic minority and 159 (5.3% compared to 4.24% in the workforce) being people with a disability. The proportion of employees receiving training within these categories, therefore slightly exceed their proportions in the workforce.

The 2985 employees who received training accounted for a total of 5722 course places, spread across 726 courses that were run over the year. The 78 BME employees took up 146 course places, an average of 1.8 courses each. The remaining 2658 employees with known ethnicity took up 4988 course places, an average of 1.8 courses each.

The 159 employees with a disability took up 311 course places, an average of 1.9 courses each and the remaining employees with a known disability status took up 4754 course places, an average of 1.8 courses each.

3.5 Employees who benefit or suffer from performance appraisal

During the period 1 April 2005 - 31 March 2006, 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 – All Departments - number of employees (1 April 2005 – 31 March 2006)

Unknown	White	BME
42	75	6
Unknown	Non Disabled	With a Disability
21	95	7

3.7 Employees involved in grievance procedures

Table 3.7 – All Departments - number of employees (1 April 2005 – 31 March 2006)

Unknown	White	BME
15	11	0
Unknown	Non Disabled	With a Disability
11	14	1

Only one person (3.8%) of a total of 26 involved in grievance procedures was from one of the minority groups identified.

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 numbers of employees from a particular ethnic group who leave the Council against the average number of employees in post throughout the course of the year.

It is important to note that the overall numbers of BME staff and 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 much higher than the rate for white staff and this is a matter of concern and is under investigation.

Table 3.8a - Turnover of Council employees by Ethnicity for 2005/06

Ethnic Group	Bangladeshi	Black - African	Black - Caribbean	Chinese	Indian	Other Black Background	Other Ethnic Group	Other Mixed Background	Other White Background	Pakistani	White & Black African	White & Black Caribbean	White And Asian	White British	White Irish	Withheld	Unknown	Total BME	Total White	Total
No. of employees (average)	3	20	23	15	42	9	34	42	423	10	13	30	36	13087	194	172	488	293	13,704	14657
Leavers	0	8	3	4	12	1	14	9	94	0	3	6	7	1959	25	18	298	71	2,078	2465
Wastage %	0.0	40.0	13.0	26.7	28.6	11.1	41.2	21.4	22.2	0.0	23.1	20.0	19.4	15.0	12.9	10.5	61.1	24.2	15.2	16.8

Table 3.8b – Turnover of Council Employees with a Disability for 2005/06

Disability Status	Disabled	Non Disabled	Unknown	Total
No of Employees (average)	569.5	11547.5	2535	14652
Leavers	97	1574	794	2465
Wastage %	17.0	13.6	31.3	16.8