

Appendix 1

Extract from Scrutiny Committee Report – Workforce Survey 2004/5

Data held

The extent to which data is held varies according to the demographic category. All age and gender data is held, for example (although it cannot be guaranteed that all transgender persons have declared themselves), as is disability on the basis that a non-return indicated no disability (as the definition is explicit in terms of stating that employees must consider themselves disabled). Table 1 shows the extent to which data for other categories is held, although it should be noted that Religion and Sexuality both contain the category “prefer not to say”. This is an improvement on last year where, in these categories, generally 82% of data was captured.

Table 1

Department	Ethnicity	Religion	Sexuality
Chief Executives	100%	93%	90%
Corporate & Customer Services	95%	90%	78%
Environment & Regeneration	94%	92%	83%
Housing & Social Services	94%	90%	82%
Lifelong Learning	87%	84%	76%
Grand Total	92%	88%	80%

Ethnicity

Table 2 shows steady progress in both increasing black & minority ethnic (BME) representation and reducing the not know/undeclared categories, with the 2004/5 target very nearly met. In 2003, the Audit Commission revised the definition of how to calculate this figure, allowing data where ethnicity is unknown to be totally discounted from the calculation. That raised the BME figure for 2003/4 to **19.4%** and for 2004/5 to **21.7%**. BV17a (which includes schools based employees) is 17.52% and BV17b, the percentage of economically active BME people in the authority area, is 26.54%.

Table 2

Year	White	Black & Minority Ethnic	NK/U
2004/5	71.71%	19.82%	8.47%
2003/4	70.30%	17.10%	12.60%
2002	75.17%	15.86%	8.95%
2001	73.50%	15.35%	11.15%
2000	72.40%	14.30%	13.30%

Table 3 shows the data for each department, based on only those employees who have stated their ethnicity.

Table 3

Department	No. employees stating	bme	white
Chief Executives	67	13.4%	86.6%
Corporate & Customer Services	468	19.2%	80.8%
Environment & Regeneration	666	19.2%	80.8%
Housing & Social Services	1459	26.8%	73.2%
Lifelong Learning	1293	20.0%	80.0%
Total	3953		
Unknown/undeclared	366		

Table 4 shows earning against ethnicity. As can be seen there is still an imbalance between the proportion of white employees in higher paid jobs compared with BME employees. The figures for Chinese and Mixed should be treated with caution as there are insufficient numbers of employees to be statistically sound. There is also a greater proportion of Black employees than Asian in the lowest pay band, and a lower proportion in the second band. The difference tends to be much smaller in the two highest bands. BV 11b, The percentage of top 5% of earners that are from black and minority ethnic communities reflects this at 9.18%

Table 4

Pay Band	Asian or Asian British	Black or Black British	Chinese or Other ethnic group	Mixed	Not Known	Undeclared	White	Grand Total
Over £35,654	5.4%	4.2%	3.7%	6.3%	2.1%	7.3%	10.5%	8.7%
£25,408 to £30,654	7.4%	7.4%	3.7%	8.3%	5.2%	9.8%	9.4%	8.7%
£17,923 to £25,407	26.0%	17.2%	25.9%	18.8%	13.8%	12.2%	21.1%	20.5%
Up to £17,922	61.1%	71.2%	66.7%	66.7%	78.8%	70.7%	59.0%	62.1%