

COMMITTEE: RACE ADVISORY FORUM

DATE: 9TH AUGUST, 2004

SUBJECT: RECRUITMENT STATISTICS – JULY 2002 TO
DECEMBER 2003
ALL DEPARTMENTS (EXCLUDING SCHOOLS)

REPORT BY: HEAD OF HUMAN RESOURCES

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IMPLICATIONS:

LEGAL	<input type="checkbox"/>	COMMUNITY SAFETY	<input type="checkbox"/>
EQUALITIES	<input type="checkbox"/>	ENVIRONMENT	<input type="checkbox"/>
FINANCIAL	<input type="checkbox"/>	CONSULTATIONS	<input type="checkbox"/>
STAFFING	<input type="checkbox"/>	OTHER	<input type="checkbox"/>

WARDS AFFECTED: NONE

PURPOSE

1. To inform the Race Forum of the recruitment statistics for the following periods:

1st July to 31st December 2002

1st January to 30th June 2003

1st July to 31st December 2003

so as to assist the Council in monitoring its HR strategies, in particular those related to equal opportunities in employment.

RECOMMENDATION(S)

2. The Race Advisory Forum is requested to note and comment on the information contained in this report.

BACKGROUND

3. The Data included in this report relates to the period 1st July 2002 to 31st December 2003. The data is analysed in 6 monthly blocks as stated above.

4. Figures presented in this report do not include employees at schools within the Lifelong Learning Directorate. Statistics for all posts have been collected as in previous reports.

REPORT

Recruitment Statistics – July 2002 to December 2003

5. The number of posts advertised has remained consistent and were as follows:
- | | |
|--|-----|
| 1 st July to 31 st December 2002 | 480 |
| 1 st January to 30 th June 2003 | 498 |
| 1 st July to 31 st December 2003 | 484 |
6. The following table, table 1, shows the breakdown in respect of applications, interview offers, failure to attend interviews and appointments for the last three periods. Appendix A however compares the number of applicants and appointees since 1995.

TABLE 1		July-Dec 2003	Jan-June 2003	July-Dec 2002
<u>Applications</u>	Ethnic minority groups	2179	2292	1874
	White/Irish	2268	2546	2552
In percentage terms:	Ethnic minority groups	49	47.4	42.3
	White/Irish	51	52.6	57.7
<u>Offered Interviews</u>	Ethnic minority groups	652	632	499
	White/Irish	956	1023	866
In percentage terms:	Ethnic minority groups	40.6	38.2	36.6
	White/Irish	59.4	61.8	63.4
<u>Failure to attend interviews</u>	Ethnic minority groups	69	75	37
	White/Irish	69	76	43
In percentage terms:	Ethnic minority groups	50	49.7	46.25
	White/Irish	50	50.3	53.75
<u>Appointments</u>	Ethnic minority groups	161	158	154
	White/Irish	348	359	312
In percentage terms:	Ethnic minority groups	31.6	30.6	33.1
	White/Irish	68.4	69.4	66.9

Gender

7. Table 2 shows the gender breakdown for the last three periods reported in percentage terms:

TABLE 2	<u>July-Dec 2003</u>		<u>Jan-June 2003</u>		<u>July-Dec 2002</u>	
	M	F	M	F	M	F
Applications	39.3	60.7	37.8	62.2	37.1	62.9
Interviews	35.3	64.7	39.3	60.7	34.4	65.6
Failure to attend interview	35.5	64.5	41.7	58.3	32.5	67.5
Appointments	33	67	31.1	68.9	27.3	72.7

Disability

1st July to 31st December 2002, 35 applicants with a disability were interviewed, 4 were appointed, this represents 16%.

1st January to 30th June 2003, 30 applicants with a disability were interviewed, 3 were appointed, this represents 10%.

1st July to 31st December 2003, 25 applicants with a disability were interviewed, 2 were appointed, this represents 8%.

Representative Interview Panels by Department and Overall (1st July – 31st December 2003)

NOTE: RIP targets are as follows; 40% for 2003/4, 50% for 2004/5 and 60% for 2005/6. As can be seen from the table below none of these targets have been achieved.

TABLE 3	No. of interview panels	No. of panels with no data	% with Gender Mix	% with Ethnicity Mix	% with Disability Mix	% Fully Representative
Chief Executives	13	3	61.5% 8	38.5% 5	38.5% 5	30.8% 4
Corporate & C S	33	8	66.6% 22	18.2% 6	21.2% 7	9.1% 3
Env & Regeneration	54	8	59.2% 32	50% 27	42.6% 23	27.8% 15
Housing & SS	181	96	16.6% 30	12.1% 22	6.6% 12	1.7% 3
Lifelong Learning	149	63	23.5% 35	14.8% 22	14.8% 22	4.0% 6
TOTAL	430	178	29.5% 127	19.1% 82	16.0% 69	7.2% 31

Leavers by Department and Overall (1st January – 31st December 2003)

TABLE 4	Total No. of Leavers	Leavers by Gender		White Leavers	Ethnic Minority Leavers	Not Known / Undeclared Leavers
		M	F			
Chief Executives	11	6	5	9	1	1
Corporate & C S	98	37	61	69	26	3
Env & Regeneration	125	77	48	107	9	9
Housing & SS	471	127	344	302	95	74
Lifelong Learning	308	68	240	163	32	113
TOTAL	1013	315 (31.1%)	698 (68.9%)	650 (64.2%)	163 (16.1%)	200 (19.7%)

8. During the same period Luton appointed 319 candidates who declared their ethnicity as a minority ethnic category.

EQUALITIES IMPLICATIONS

9. The figures produced for this report could have employment and service delivery equality implications for departmental equality action plans.

APPENDIX

Appendix A - Comparing number of applicants and appointees since 1995.

LIST OF BACKGROUND PAPERS **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

There are no background papers relating to this report other than documents which disclose exempt information within the meaning of Section 100A of and Schedule 12A to the Local Government Act 1972.