

**COMMITTEE:** RACE FORUM

**DATE:** 9TH AUGUST, 2004

**SUBJECT:** WORK FORCE SURVEY RESULTS 2003  
ALL DEPARTMENTS (EXCLUDING SCHOOLS)

**REPORT BY:** HEAD OF HUMAN RESOURCES

**CONTACT OFFICER:** KAREN ILETT 547030

**IMPLICATIONS:**

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

**WARDS AFFECTED: NONE DIRECTLY**

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**PURPOSE**

1. To appraise the Race Forum of the workforce data for 2003/4 and to compare the results with previous years' data. The information provided will be used to assist in the monitoring of HR strategies, review the Council's equal opportunities strategy and employment targets and provide the framework for the development of any action plan for addressing under-representation.

**RECOMMENDATION(S)**

2. The Race Forum are asked to:
  - (i) Note the contents of the report.
  - (ii) Submit any comments on the current workforce data and report for consideration.

**BACKGROUND**

3. The workforce survey is carried out on an annual basis for two reasons. Firstly the data Protection Act 1998 requires that the data we hold is accurate and up to date and secondly the Audit Commission performance indicators require that we report the percentage of employees who are from the ethnic minority community, the percentage

of employees who have a disability as defined by the Disability Discrimination Act 1995 and the percentage of women in Senior Management Positions.

4. The Data Protection Act 1998 came into force in March 2000. It identified ethnic origin and disability information as "sensitive data". In order to collect and use this information express written consent must be obtained. This means that unless we have received this consent this information cannot be collected and monitored. Significant effort has continued to be made by departmental Human Resources staff who actively encouraged employees to complete and return the form.
5. The personal data verification survey (work force survey) provides information on the numbers and make-up of the council's current employees by gender, ethnic origin, disability, age and pay. The monitoring of sexual orientation and religion/faith/belief has been included in this years personal data verification exercise. Figures presented in this report do not include employees at schools within the Lifelong Learning Department. Employees within the central Lifelong Learning Department and Schools Welfare Catering are included.
6. Luton Borough Council has agreed to use the ethnic origin classifications recommended by the DETR (Personnel Committee 27<sup>th</sup> March 2000). These classifications are reflected in the report.
7. As a means of checking personal data held as at 30 March 2004 a total of 4209 forms were sent out to employees excluding casual employees asking them to verify the data held. The young persons who are currently undertaking a traineeship within the Modern Apprenticeship Scheme have not been included, in addition, trainees who are provided by the training provider PATH (Positive Action Training Highway) are also excluded from this exercise. There are currently 41 modern apprentices. The target for minority ethnic apprentices has been set at 40%, currently there are 12 from a minority ethnic community this represents 29%. 1 apprentice (2.4%) has a declared disability.
8. In all 3065 forms were returned this represents 73% of the workforce. Analysis of data throughout this report is based on data held relating to 4170 employees in post as at 31<sup>st</sup>. March 2004.
9. The data provided includes the categories "undeclared" (where those employees who have returned their form and confirmed their personal details are correct but have specifically chosen not to provide details of their ethnic origin and disability) and the "Unknown" category (where those employees who have not yet returned their personal data verification form and therefore their ethnic origin and disability are as yet not known.)
10. Corporate targets are as follows:-

	<b>2003/4</b>	<b>2004/5</b>	<b>2005/6</b>
BLACK MINORITY ETHNIC	18%	20%	22%
DISABLED	8%	8%	8%
TOP 100 EARNERS – WOMEN	46%	47%	48%
TOP 5% OF EARNERS - WOMEN	50%	50%	50%
TOP 5% OF EARNERS – BME	9%	10%	11%

11. The questionnaire included a section regarding disability. The disability discrimination act 1995 defines a person with a disability as anyone with “a physical or mental impairment which has a substantial and long-term adverse effect upon his / her ability to carry out normal day to day activities”. The questionnaire also included some examples of conditions that are covered by the act.
12. Where employees indicated that they had or have a disability they were asked to state the nature of their disability according to the categories listed below: These are the categories included in the disability policy.

<u>Category</u>	<u>Example</u>
sensory	hearing difficulties, visual impairment
physical	severe disfigurement, cerebral palsy, motor neurone disease, arthritis, multiple sclerosis, muscular dystrophy
mental	manic depression, schizophrenia
learning	autism, downs syndrome, dyslexia
hidden	asthma, cancer, epilepsy, diabetes, HIV, heart disease

13. Overall the results of this year’s personal data verification survey when compared with previous data should demonstrate:
  - Whether there has been an improvement in the council’s performance in relation to its stated employment equality targets
  - What further actions and processes may need to be taken corporately and departmentally.

14. **Data held**

<b>Table 1</b>	<b>Data Held About</b>	<b>% of department total</b>
Chief Executives	70	97%
Corporate & CS	459	97%
Env & Regeneration	635	88%
Housing & SS	1472	82%
Lifelong Learning	1534	75%
TOTAL	4170	82%

The information held on employees have improved from Housing and Social Services, Lifelong Learning and Environment and Regeneration departments, but work still needs to be done to encourage employees in these departments to respond.

**Survey Findings**

**CORPORATE ETHNICITY FIGURES**

The ethnic composition of the workforce based on 4170 appointments for 2003/4 as compared with figures for 2002, 2001, 2000, 1999, 1998 and 1997 can be seen in table 2. The figures from 2002 onwards exclude casual employees’ - previous year’s data include casual staff.

TABLE 2	WHITE		BLACK MINORITY ETHNIC	UNDECLARED	UNKNOWN
2003/4	70.3%		17.1%	10.8%	1.8%
2002	75.17%		15.86%	3.90%	5.05%
2001	73.50%	-	15.35%	2.58%	8.57%
2000	72.40%	-	14.3%	3.3%	10.0%
	White	Other / Irish	Black / Asian	Undeclared	
1999	75.4%	8.2%	11.5%	4.9%	-
1998	80.8%	9.0%	10.1%	-	-
1997	88.0%	5.5%	6.4%	-	-

15. The changes shown in table 2 between 2003/4 and 2002 show that the percentage of minority ethnic community employees has increased by 1.24%. The audit commission has revised the definition on how the best value performance indicator is calculated. They are advising that we need to report on those employees who declare their ethnicity, therefore the undeclared and unknown are not included in the calculation. This raises the council's BME performance to **19.4%** (excluding schools).
16. Table 3 shows the actual numbers of employees in each category by department for 2003/4. The figure excludes casual staff. Table 4 shows the actual number of employees from the different ethnic categories by department. Table 5, 5a and 5b show the actual numbers of employees for 2002, 2001, 2000, 1999 and 1998.

#### **Departmental ethnicity figures 2003/4**

TABLE 3	TOTAL	WHITE	BLACK MINORITY ETHNIC	UNDECLARED	UNKNOWN
Chief Executive	70	56	13	1	0
Corporate & Customer Service	459	368	83	5	3
Env & Regeneration	635	498	91	39	7
Housing & Social services	1472	1047	312	106	7
Lifelong Learning	1534	965	216	297	56
Total	4170	2934	715	448	73

#### **Departmental Ethnicity Figures 2003/4 by Ethnic Category**

TABLE 4	BME TOTAL	ASIAN / ASIAN BRITISH	BLACK / BLACK BRITISH	CHINESE / OTHER	MIXED
Chief Executive	13	8	5		
Corporate & Customer Service	83	53	27	1	2
Env & Regeneration	91	44	38	3	6
Housing & Social services	312	103	186	7	16
Lifelong Learning	216	103	84	12	17
Total	715	311 (44%)	340 (48%)	23 (3%)	41 (5%)

### **Departmental ethnicity figures 2002 and 2001**

TABLE 5	WHITE		BLACK MINORITY ETHNIC		UNDECLARED		UNKNOWN	
	2002	2001	2002 See 5a	2001	2002	2001	2002	2001
Chief Executive	38	32	10	35				11
Corporate & Customer Service	381	384	66	69	7	6	5	7
Env & Regeneration	522	526	77	62	12	15	26	37
Housing & Social Services	1195	1210	328	320	63	58	88	169
Lifelong Learning	925	1038	165	180	77	33	87	148
Total	3061	3190	646	666	159	112	206	372

### **Departmental Ethnicity Figures 2002 by Ethnic Category**

TABLE 5a	BME TOTAL	ASIAN / ASIAN BRITISH	BLACK / BLACK BRITISH	CHINESE / OTHER	MIXED
Chief Executive	10	7	3		
Corporate & Customer Service	66	43	18	2	3
Env & Regeneration	77	36	30	4	7
Housing & Social Services	328	106	191	18	13
Lifelong Learning	165	81	62	11	11
Total	646	273 42.2%	304 47.1%	35 5.4%	34 5.3%

### **Departmental ethnicity figures 2000, 1999 and 1998**

TABLE 5b	WHITE			BLACK MINORITY ETHNIC			UNDECLARED		
	2000	1999	1998	2000	1999	1998	2000	1999	1998
Chief Executive	106	113	118	98	107	42	2	10	-
Central Services	232	223	245	19	15	9	7	11	-
Env. Services	226	201	219	26	20	17	2	15	-
Housing	374	410	391	54	38	34	9	31	-
Planning & Development	231	198	179	27	15	11	9	33	-
Leisure & Culture	428	440	414	38	17	12	13	5	-
Finance	184	186	175	41	37	28	4	14	-
Education	586	475	476	71	32	41	23	38	-
Social Services	690	850	773	226	182	129	70	24	-
Total	3047	3096	2990	600	463	323	139	181	-

17. Table 6 details ethnicity information for 2003/4 and compares the percentages of employees in each category by department. Table 7 and 7a show 2002, 2001, 2000, 1999 and 1998 figures, the 1999 figure includes casual employees.

**Departmental Ethnicity Figures 2003/4**  
**Expressed as a Percentage of the Departmental Workforce**

TABLE 6	TOTAL	WHITE	BLACK MINORITY ETHNIC	UNDECLARED	UNKNOWN
Chief Executives	70	80.0%	18.6%	1.4%	0%
Corporate & C Services	459	80.2%	18.1%	1.1%	0.7%
Env. & Regeneration	635	78.4%	14.3%	6.1%	1.1%
Housing & S Services	1472	71.1%	21.2%	7.2%	0.5%
Lifelong Learning	1534	62.9%	14.1%	19.4%	3.7%
Total	4170	70.4%	17.1%	10.7%	1.8%

As can be seen by table 6 Lifelong Learning have 23.1% of employees who are unknown. This figure needs to be significantly reduced to improve the accuracy of the data presented throughout this report. It should be noted that Housing and Social Services has the highest percentage of ethnic community employees at 21.2%, and together with the Chief Executives and Corporate and Customer Services departments are the only departments meeting the corporate target.

**Departmental Ethnicity Figures 2002 and 2001**  
**Expressed as a Percentage of the Departmental Workforce**

TABLE 7	TOTAL		WHITE		BLACK MINORITY ETHNIC		UNDECLARED		UNKNOWN	
	2002	2001	2002	2001	2002	2001	2002	2001	2002	2001
Chief Executives	48	78	79.2%	41.0%	20.8%	44.9%		0.00%		14.1%
Corporate & C Services	459	466	83.0%	82.4%	14.4%	14.8%	1.5%	1.3%	1.1%	1.5%
Env.& Regeneration	637	640	81.9%	82.2%	12.1%	9.7%	1.9%	2.3%	4.1%	5.8%
Housing & S Services	1674	1757	71.4%	68.9%	19.6%	18.2%	3.8%	3.3%	5.2%	9.6%
Lifelong Learning	1254	1399	73.8%	74.2%	13.2%	12.9%	6.1%	2.4%	6.9%	10.6%
TOTAL	4072	4340	75.1%	73.5%	15.9%	15.3%	3.9%	2.6%	5.0%	8.6%

**Departmental Ethnicity Figures 2000, 1999 and 1998**  
**Expressed as a percentage of the departmental workforce**

TABLE 7a	WHITE			BLACK MINORITY ETHNIC			UNDECLARED		
	2000	1999	1998	2000	1999	1998	2000	1999	1998
Chief Executives	59.5%	58.2%	73.7%	39.7%	36.6%	26.2%	0.8%	5.2%	-
Central Services	89.9%	89.5%	96.0%	7.4%	6.1%	3.8%	2.7%	4.4%	-
Env Services	89.6%	85.1%	92.7%	9.7%	8.5%	7.2%	0.7%	6.4%	-
Housing	94.0%	85.6%	91.9%	9.9%	7.9%	8.0%	1.6%	6.5%	-
Planning & Dev	87.1%	80.5%	94.1%	9.7%	6.1%	5.7%	3.2%	13.4%	-
Leisure & Culture	89.9%	95.2%	97.0%	7.5%	3.7%	2.8%	2.6%	1.1%	-
Finance	80.5%	78.5%	86.1%	17.8%	15.6%	13.7%	1.7%	5.9%	-
Education	86.8%	87.1%	86.6%	10.0%	5.9%	7.6%	3.2%	7.0%	-
Social Services	74.3%	80.5%	85.5%	19.6%	17.2%	14.3%	6.1%	2.3%	-

## **Gender**

18. The overall composition of the workforce by gender for 2003/4 compared with figures for 2002, 2001, 2000, 1999, 1998 and 1997 are seen from table 8 below.

<b>TABLE 8</b>	<b>MALE</b>	<b>FEMALE</b>
2003/4	41%	59%
2002	32.9%	67.1%
2001	32.3%	67.7%
2000	32.5%	67.5%
1999	33.1%	66.9%
1998	38.2%	61.7%
1997	51.6%	48.3%

As the table shows, the representation of women in the workforce over the last year has decreased significantly by 8.1%. This decrease is largely as a result of the transfer of building cleaning staff to external cleaning contractors.

Lifelong Learning and Housing and Social Services have a high proportion of females to males and this does have an impact on the overall council employee figures.

19. Table 9a and 9b show departmental comparisons in percentages between male and female employees:

<b>TABLE 9a</b>	<b>2003/4</b>		<b>2002</b>		<b>2001</b>	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Chief Executive	31.9%	68.1%	33.3%	66.7%	35.9%	64.1%
Corporate & C Services	38.9%	61.1%	39.9%	60.1%	39.9%	60.1%
Env & Regeneration	69.2%	30.8%	68.6%	31.4%	68.4%	31.6%
Housing & SS	28.1%	71.9%	25.3%	74.7%	24.3%	75.8%
Lifelong Learning	19.1%	80.9%	21.6%	78.4%	23.0%	77.0%

<b>TABLE 9b</b>	<b>2000</b>		<b>1999</b>		<b>1998</b>	
	<b>M</b>	<b>M</b>	<b>F</b>	<b>F</b>	<b>M</b>	<b>F</b>
Chief Executive	39.7%	60.3%	43.8%	39.7%	60.3%	56.2%
Central Services	53.5%	46.5%	53.4%	53.5%	46.5%	46.6%
Env Services	74.2%	25.8%	72.0%	74.2%	25.8%	18.0%
Housing	51.3%	48.7%	51.4%	51.3%	48.7%	48.6%
Planning & Development	51.1%	48.9%	55.3%	51.1%	48.9%	44.7%
Leisure & Culture	42.0%	58.0%	42.2%	42.0%	58.0%	57.8%
Finance	27.8%	72.2%	28.7%	27.8%	72.2%	71.3%
Education	12.9%	87.1%	10.8%	12.9%	87.1%	89.2%
Social Services	12.2%	87.8%	12.7%	12.2%	87.8%	87.3%

## **Disability**

20. The total number of employees with disabilities currently working for the council numbers 239 this is compared to 231 in 2002, 226 in 2001, 224 in 2000, 96 in 1999 and 83 in 1998. This represents 5.8% of the council's workforce, this compares with

5.9% in 2002, 5.3% in 2000, 2.6% in 1999 and 3.0% in 1998. This is just over 2% short of the 8% target set by the council for 2003/4.

## **Age**

21. Table 10 shows the total age profile of the current workforce.

<b>Table 10</b>	<b>Total 2003/4</b>	<b>Total 2002</b>	<b>Total 2001</b>	<b>Total 2000</b>	<b>1999 total</b>
Under 21	106 (2.5%)	70 (1.8%)	83 (1.9%)	65 (1.6%)	43 (1.2%)
21-25	257 (6.1%)	198 (5.1%)	212 (4.9%)	201 (4.8%)	126 (3.4%)
26-30	325 (7.8%)	288 (7.4%)	342 (8.0%)	331 (7.9%)	287 (7.7%)
31-35	428 (10.3%)	443 (11.4%)	528 (12.3%)	536 (12.7%)	490 (13.2%)
36-40	685 (16.4%)	630 (16.2%)	683 (15.9%)	679 (16.1%)	566 (15.3%)
41-45	671 (16.1%)	642 (16.5%)	659 (15.4%)	620 (14.7%)	566 (15.3%)
46-50	566 (13.6%)	511 (13.1%)	547 (12.8%)	566 (13.5%)	497 (13.4%)
51-55	498 (11.9%)	524 (13.5%)	597 (13.9%)	549 (13.1%)	522 (14.1%)
56-60	445 (10.7%)	390 (10%)	400 (9.3%)	405 (9.6%)	343 (9.3%)
Over 60	189 (4.5%)	197 (5%)	227 (5.3%)	225 (5.3%)	229 (6.2%)
Age unknown	4170	0	12 (0.3%)	28 (0.7%)	35 (0.9%)

The majority of employees are aged 36 to 55, 58% of the workforce. 36 to 45 represents nearly a third (32% of workforce) and 46 to 55 is just over a quarter (26% of workforce). The most figure for under 21's has increased, but still remains very low, only 106 employees are in this age bracket.

## **Length of Service**

Table 11 shows the length of service by employees. A quarter of the workforce have been employed for between 5 and 10 years, with 28% for 15 years or more.

<b>TABLE 11</b>	<b>NO OF EMPLOYEES</b>	<b>% OF</b>
Less than 2 years	747	18%
2-5 years	787	19%
5-10 years	1053	25%
10-15 years	399	10%
15 years and over	1184	28%
<b>TOTAL</b>	<b>4170</b>	<b>100%</b>

## **Turnover**

The turnover figure for 2003 is 15.6%, a slight decrease of 0.95% on last year (16.55% 2002 figure). Work still needs to be undertaken to reduce this figure further. The main reasons for employees leaving the council are other\*, pay and benefits and lack of training/career opportunities.

\* reasons for "other" include end of apprenticeship, end of temporary employment, internal move, normal age retirement and dismissal.

## **Leavers**



Table 12 shows the leavers by ethnic category for the 12 month period 1<sup>st</sup> January 2003 until 31<sup>st</sup> December 2003. In total 1013 employees left, 163 of these were from a minority ethnic community this represents 16.1%.

### **Leavers by Department and Ethnic Category**

<b>TABLE 12</b>	<b>BME TOTAL</b>	<b>ASIAN / ASIAN BRITISH</b>	<b>BLACK / BLACK BRITISH</b>	<b>CHINESE / OTHER</b>	<b>MIXED</b>
Chief Executive	1 0.6%	1			
Corporate & Customer Service	26 15.9%	21	2	1	2
Env & Regeneration	9 5.5%	2	2	2	3
Housing & Social Services	95 58.3%	26	55	12	2
Lifelong Learning	32 19.7%	17	10	2	3
<b>TOTAL</b>	<b>163</b>	<b>67 41.1%</b>	<b>69 42.3%</b>	<b>17 10.4%</b>	<b>10 6.2%</b>

### **22. Pay, Gender and Ethnicity by Grade**

Table 13, below, compares female and male employees by pay bands. These figures do not include any casual staff.

<b>TABLE 13</b>	<b>FEMALE</b>	<b>MALE</b>	<b>TOTAL</b>
Up to £17,442	1903 (72.9%)	706 (27.1%)	2609
£17,443-£24,726	570 (66.3%)	290 (33.7%)	860
£24,727-£29,835	217 (59.6%)	147 (40.38%)	364
Over £29,836	150 (44.5%)	187 (55.5%)	337
<b>TOTAL</b>	<b>2840 (68.1%)</b>	<b>1330 (31.9%)</b>	<b>4170</b>

The 2003/4 figure for the top 5% earners that are women 44.5% this is an increase of 1.3% from last years figure of 43.2%. The 2003/4 figures exceed the 2004 target of 40%. The figure for the top 100 women earners for 2003/4 is 40%.

### **23. Table 14 compares employees by ethnic origin and pay bands. Table 15 shows the breakdown by ethnic category.**

<b>TABLE 14</b>	<b>WHITE</b>	<b>BLACK MINORITY ETHNIC</b>	<b>UN - DECLARED</b>	<b>UN-KNOWN</b>	<b>TOTAL</b>
Up to £17,442	1740 (66.7%)	450 (17.3%)	51 (1.9%)	368 (14.1%)	2609
£17,443-£24,726	611 (71.1%)	185 (21.6)	13 (1.5%)	50 (5.8%)	859
£24,727-£29,835	278 (76.4%)	58 (15.9%)	5 (1.4%)	23 (6.3%)	364
Over £29,836	280 (82.8%)	38 (11.2%)	4 (1.2%)	16 (4.8%)	338
<b>TOTAL</b>	<b>2909 (69.8%)</b>	<b>731 (17.5%)</b>	<b>73 (1.8%)</b>	<b>457 (10.9%)</b>	<b>4170</b>

## **Pay by Ethnic Category**

<b>TABLE 15</b>	<b>BLACK MINORITY ETHNIC</b>	<b>ASIAN / ASIAN BRITISH</b>	<b>BLACK / BLACK BRITISH</b>	<b>CHINESE / OTHER</b>	<b>MIXED</b>
Up to £17,442	450 (25.9%)	186 (41.3%)	214 (47.6%)	44 (9.8%)	6 (1.3%)
£17,443-£24,726	185 (30.3%)	91(49.1%)	78 (42.2%)	15 (8.1%)	1 (0.5%)
£24,727-£29,835	58 (20.9%)	20 (34.5%)	30 (51.7%)	8 (13.8%)	0 (0.0%)
Over £29,836	38 (13.6%)	17 (44.7%)	17 (44.7%)	3 (7.9%)	1 (0.5%)
<b>TOTAL</b>	<b>731</b>	<b>314</b>	<b>339</b>	<b>70</b>	<b>8</b>

24. New categories of religion, belief and faith and sexuality have been introduced this year in line with current legislation.

### **Religion**

**Table 16a**

<b>RELIGION/ BELIEF/FAITH CATEGORY</b>	<b>NOS AND PERCENTAGE</b>
BUDDIST	9 (0.2%)
CHRISTIAN	1237 (29.7%)
HINDU	49 (1.2%)
JEWISH	11 (0.3%)
MUSLIM	129 (3.0%)
NONE	334 (8.0%)
NOT STATED	2085 (50.0%)
OTHER	117 (2.8%)
PREFER NOT TO SAY	177 (4.2%)
SIKH	22 (0.5%)
<b>TOTAL</b>	<b>4170</b>

### **Sexuality**

**Table 16b**

<b>SEXUALITY*</b>	<b>NOS AND PERCENTAGE</b>
BISEXUAL	8 (0.2%)
GAY MAN	19 (0.5%)
HETEROSEXUAL	1640 (39.3%)
LESBIAN	13 (0.3%)
NOT STATED	2490 (59.7%)
<b>TOTAL</b>	<b>4170</b>

\*definitions of sexuality:

Bisexual: a person who is sexually and emotionally attracted to people of either gender

Lesbian: a woman who is sexually and emotionally attracted to women

Gay man: a man who is sexually and emotionally attracted to men

Heterosexual: a person who is sexually and emotionally attracted to people of the opposite sex

## **Proposal/Options**

25. The results from the 2003/4 personal data verification survey demonstrates the continuing efforts made over the last year by the Council through its various recruitment and employment policies to achieve agreed targets. Positive action measures have continued to the overall improvement in this years statistics.
26. There is, of course, still much to be achieved, particularly for senior management positions in the areas of ethnic minority. Departmental Equality Action Plans will need

to ensure robust performance indicators are included and regularly reviewed in order to achieve the overall targets set by the Council.

27. Flexible Working – A work life balance working group has recently amended the flexible working scheme, a career break was introduced and the home working policy is currently being reviewed. This should be seen as an important tool not only in the area of recruitment but also in the area of retention.
28. Review of Workforce Targets – The workforce targets have been revised as a result of the 2001 Census data.
29. Accuracy of Data – Work still needs to be done to reduce the percentage of employees who have not provided us with their ethnic classification, sexuality, religion and disability data.
30. Sexuality/ Religion: This is the first year that monitoring religion/faith/belief and sexuality has taken place. Consideration needs to be given as to whether the Council would want to phase in appropriate targets for these areas.
31. Publicising results – The Council will publicise these results on its website.

### **EQUALITIES IMPLICATIONS**

32. This report provides the basis statistical information on which the council can review both its equality targets for employment together with determining any relevant action planning.

### **STAFFING IMPLICATIONS**

33. This report has indirect staffing implications through its various recruitment and employment policies and practices in order to meet the overall Council target.

### **BACKGROUND PAPERS**

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