

ISLE OF WIGHT COUNCIL

RACE RELATIONS (AMENDMENT) ACT MONITORING REPORT ON EMPLOYMENT ISSUES 2003/04

Amongst the duties introduced for the public sector organisations by the Race Relations (Amendment) Act was the requirement to monitor specified aspects of their employment practices and to produce an annual monitoring report.

This is the annual monitoring report for the Isle of Wight Council, with specific attention to Social Care.

1. The number of staff in Council wide post (Ethnicity of Permanent Staff as at 31st March 2004)

Ethnic Group	Employees	%	Employment	%	Social Services	%
White	4247		4778		680	
Mixed Race	11		14		1	
Asian	6		6		3	
Black	5		6		3	
Other Ethnic Group	2		2		0	
TOTAL	4271		4806		687	
Minorities	24		28		7	
out of	4271	0.56	4806	0.58	687	1.02
Objections/Not Known	309		361		0	

2. Applicants for employment (Applicants for Vacancies between 1st April 2003 and 31st March 2004)

Ethnic Group	All Posts	%	Social Services	%
White	2176		850	
Mixed Race	10		2	
Asian	13		6	
Black	8		3	
Other Ethnic Group	7		1	
TOTAL	2214		862	
Minorities	38		12	
out of	2214	1.72	862	1.39
Objections/Not Known	12		4	

3. Applicants for training

The following information shows the number of staff who applied for training during 2004/05

Department	White British	Any Other White	White & Asian	Any Other Asian	Black British	Not Disclosed
Corporate Services	33	2				20
Environmental Services	49					41
Education & Community Development	141	2	1			716
Fire & Rescue Services	18					8
Social Services & Housing	211	4		1	1	306
Total	452	8	1	1	1	1,091

4. Applicants for promotion

- Only 1 permanent member of staff was actually recorded as an internal promotion and they were White.
- 42 Permanent staff resigned to take up new employment within this Authority, for which no reason was given but could have been for internal promotion; all were White.
- 271 Permanent staff transferred within their existing Department, for which no reason was given but could have been for internal promotion; of these 247 were White, whilst 1 was Asian and the remainder had withheld their ethnicity.
- Thus 0.4% were from ethnic minority groups.

5. Receive training

523 members of staff, primarily from Social Services and Housing, have undertaken diversity training with the Garnett Foundation with further sessions planned for October 2004. Further equality and diversity training courses specifically designed for managers and supervisors are scheduled for November 2004, January 2005 and March 2003.

5.1. The total number of staff attending courses by ethnic background

Department	White British	Any Other White	White & Asian	Any Other Asian	Black British	Not Disclosed
Corporate Services	33	2				20
Environmental Services	49					41
Education & Community Development	141	2	1			716
Fire & Rescue Services	18					8
Social Services & Housing	211	4		1	1	306
Total	452	8	1	1	1	1,091

5.2. The total number of attendances between 1st April 2004 and 31st March 2004

Department	Corporate Induction	Diversity
Corporate Services	32	10
Environmental Services	33	2
Education & Community Development	26	4
Fire & Rescue Services	4	1
Social Services & Housing	101	523
Total	196	543

6. Benefit or suffer detriment as a result of performance assessments

Although at the moment we do not collect this specific information we are able to provide data regarding the number of Capability cases dealt with between 1st April 2003 and 31st March 2004

Ethnic Group	Gender	Outcome
White	2 Female	Oral warning
Mixed Race	Male 2	First Warning
Asian		Final Warning
Black		Dismissal
Other Ethnic Group		Resignation 1
Not Known		On-going 1

7. Number of Grievances between 1st April 2003 and 31st March 2004

Ethnic Group		Gender		Outcome	
White	4	Female	1	Upheld	
Mixed Race		Male	3	Not Upheld	
Asian				Partially Upheld	2
Black				Withdrawn	2
Other Ethnic Group					
Not Known					

8. Number of Disciplinary Actions between 1st April 2003 and 31st March 2004

Ethnic Group		Gender		Outcome	
White	13	Female	3	Oral warning	4
Mixed Race		Male	11	First Warning	2
Asian				Final Warning	3
Black				Dismissal	0
Other Ethnic Group				Resignation	5
Not Known	1				

9. Number of Harassment/Bullying cases between 1st April 2003 and 31st March 2004

Ethnic Group		Gender		Outcome	
White	9	Female	5	Upheld	
Mixed Race		Male	4	Not Upheld	3
Asian				Insufficient Evidence	
Black				Partially Upheld	2
Other Ethnic Group				Malicious Complaint	
Not Known				Withdrawn	4

10. Cease Employment

From the 711 permanent staff who left the Authority during April 2003 to March 2004: 668 gave their ethnicity; 2 were from ethnic minorities and 666 were White, meaning only 0.3% were from ethnic minorities.