



Equalities Mainstreaming and Outcomes Progress Update April 2015



This document is also available in other languages, large print and audio format on request.

Arabic

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

Hindi

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

Punjabi

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

Urdu

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

Chinese (Cantonese)

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

Polish

Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formacie audio.

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1. Introduction & Context

The [West Dunbartonshire Equality Outcomes and Mainstreaming Report](#) published in 2013 set out a programme of work on advancing equalities and reducing significant inequality.

The Council adopted 14 equality outcomes and highlighted a range of broader mainstreaming work. This update details the progress we have made towards achieving these ambitions. Further, it details the actions we have planned to support full delivery of our vision by 2017.

This progress report details the significant progress made to date on delivering the equality outcomes. Achievement of our equality vision, as described in the 2013 report, is supported by a clear focus on equality in all that we do and the strong multi-agency and partnership working approach already evidenced through the West Dunbartonshire Equality Forum. The update as follows takes into account the [Equality and Human Rights Commissions 2015 briefing](#) on the Reporting requirements of the Scottish Public Sector Equality Duty.

Local Context

When developing the Mainstreaming Report and Equality Outcomes, and the actions being taken to deliver on these ambitions, Council considered the West Dunbartonshire Single Outcome Agreement 2014-2017, and the West Dunbartonshire Council Strategic Plan 2012-2017.

National Context

When planning for delivery of the mainstreaming report and equality outcomes it is important that we take account of new and proposed legislative and policy changes.

The Community Empowerment (Scotland) Bill will support communities to achieve their own goals and aspirations through taking independent action and by having their voices heard in the decisions that affect their area.

Proposed changes to Community Planning Arrangements will be aimed at producing better joint working.

The UK Government proposes the **extension of requests for flexible working, parental leave, and unpaid parental leave**; the Council recognises the importance of extending the use of flexible working.

Case Study Procurement

Revised guidance was developed jointly with the procurement team as part of an EIA training session designed specifically for procurement staff.

The guidance was designed to be more concise and practical and now includes a variety of local and national good practice examples. It is designed to work in concert with the Council's EIA guidance and process.

It has received very positive feedback through department consultation.

2. Supporting and Mainstreaming Equalities Updates

Mainstreaming equality supports good decision making first time, in planning and providing services and being an inclusive employer of choice. The priorities for improving our approach to mainstreaming equalities were identified through our Equality and Diversity Working Group. The Council has made good progress in mainstreaming equalities. Notable achievements and future aspirations are detailed in appendix 1.

Raising and Maintaining Awareness

The Council uses a combination of methods to build and maintain awareness

- Equalities awareness is embedded in all staff induction
- Joint working through the Equality and Diversity Working Group
- Briefings for elected members and senior officers
- Items and updates on the Council's intranet and public website
- Regular meetings of West Dunbartonshire Equality Forum
- An annual [Equality Bulletin](#)
- Annual flag raisings and events
- Direct contact with local groups

The Council has supported a number of local events since the mainstreaming report and equality outcomes were agreed. These events raise awareness of equality and diversity, build understanding and tackle misconceptions and prejudice. Some examples include:

Black History Month October 2014



Whitecrook Commonwealth Celebration June 2014 (Courtesy, ISARO)



LGBT History Month, Flag Raising February 2015



3. Accessibility

The Council has a legal duty to make its services accessible to people with a disability, and monitors progress by consulting with residents.

Based on responses to the equality specific questions in Citizens Panel surveys over the period 2012-2014 we know that overall satisfaction with the ease of accessing council services has increased, although this is not reflected in specific responses from disabled people. We also know that respondents would like staff and services to be more aware of specific needs of the service users they are supporting or working with.

'It is quite easy or very easy to access Council services'	2012	2013	2014
West Dunbartonshire	83%	82%	88%
Areas of multiple deprivation	76%	80%	84%
Disabled people	No data	82%	76%

'Improving access to Council Services'	2012	2013	2014
Better awareness by staff of individual needs	No data	31%	39%
Make services over the phone and internet more accessible	No data	42%	47%
Physical access	No data	5%	15%
Hearing loops	No data	8%	7%

To provide office accommodation that is fit for purpose, the Council has worked with West Dunbartonshire Access for All, through the EIA and planning process, ensuring that physical accessibility is built in as standard.

The work has contributed to renovated locations such as Aurora House in Clydebank, and new offices to be opened in Dumbarton town centre in 2017. Work on physical accessibility is complimented by the Council's system of Tailored Adjustments Agreements.

4. Mainstreaming Equality in Educational Services

Many of the general steps being taken to mainstream equality cover the whole of the Council's work. This section looks specifically at mainstreaming equalities in education, and is supported by detail of progress towards education specific equality outcomes 9, 10 and 11.

The Council is implementing Curriculum for Excellence. This aims to achieve a transformation in education by providing a coherent, flexible and enriched curriculum for young people from 3-18.

In conjunction with this the Council is currently developing staff understanding of Getting It Right for Every Child (GIRFEC), the principles of which are now embedded in many of the processes within the council. Through GIRFEC staff will be able to determine proportionate, timely and appropriate help for young people improving each child's situation and reducing risk.

The Rights Respecting Schools programme is being promoted and introduced into many schools in West Dunbartonshire. The Rights Respecting Schools Award (RRSA) recognises achievement in putting the United Nations Convention on the Rights of the Child (UNCRC) at the heart of a school's planning, policies, practice and ethos.

The Programme teaches about children's rights, but also models rights and respect in all relationships, whether they be between teachers or other adults and pupils, between adults and between pupils. The UNCRC provides a clear link for pupils between building up their rights-respecting school, understanding their rights and for children's rights to be realised everywhere.

An anti-bullying policy is being produced along with enhanced and more accurate reporting and recording of prejudiced based bullying. This will lead to better responses by professionals and better outcomes for young people. A more accurate data collection system is currently being developed by Educational Services to improve understanding and target priority needs in all areas.

5. Experiencing Equality

By focusing on outcomes the Council aims to bring practical improvements in the life chances of those who experience discrimination and disadvantage.

The Council uses a range of measures to check its progress with stakeholders on equalities and seek improvements. Specific questions are asked through the annual Citizens Panel survey, seeking views on the Council approach to supporting equalities.

Agreed that the Council has a good or very good approach to supporting equalities	2012	2013	2014
Good or very good	48%	63%	61%
Poor or very poor	12%	9%	12%
Don't know	40%	28%	27%

From 2012 we have included questions on whether panel members have personally experienced harassment in the last year.

	2012	2013	2014
Experienced Harassment in the last year, All respondents	8%	10%	9%
Experienced discrimination, disadvantage or harassment (18 to 24 year olds)	Not available	20%	30%
Experienced discrimination, disadvantage or harassment (Disabled people)	12%	10%	11%

Case Study **Supporting Employees**

The Council has adopted equality outcomes on building a more diverse workforce, increasing the speed and effectiveness of reasonable adjustments and supporting flexible working. An EIA of a proposal to provide a quiet room identified an opportunity to provide a multi-use space.

Consultation has taken place with range of stakeholders, including Trades Unions. A room has now been provided and its use will be monitored to provide evidence of need ahead of a planned office move in 2017.

Equality Outcome 5 relates to how we support our employees through reasonable adjustments and since its adoption the Council has strengthened its corporate approach by introducing the tailored adjustment agreement and disability leave scheme.

Performance Management and Benchmarking

The Council has in place Key Performance Indicators that help measure its progress on equality covering a variety of areas including EIAs and training. These compliment the Statutory Performance Indicators that relate directly to equalities.

The Local Government Benchmarking Framework includes a specific equality focused indicator on the percentage of the highest paid 5% of earners among council employees that are women. West Dunbartonshire is performing well compared to most other Councils areas with a ranking of 3rd of 32 councils.

To support a focus on performance management and benchmarking in equalities we use range of locally identified indicators:

- Number of staff attending equality and diversity training
- Number of EIAs carried out and published
- The proportion of staff who think that the Council's approach to equality is good or very good
- Percentage of Council premises from which the Council provided services that are fully accessible to disabled people

Equality and Diversity Working Group

All departments contribute to the Council's Equality and Diversity Working Group, which is an elected member/officer working group with a strategic scrutiny role in relation to equalities.

Areas of focus for this group in 2013 and 2014 included improving our approach to Equality impact Assessment, equality training and equality monitoring. The group was also involved in influencing the shape and content of this update.

Future work plans for the group will continue to reflect the priorities of mainstreaming equalities, accessibility of services and advancing our equality outcomes.

6. Employment and Equal Pay

West Dunbartonshire Council is the largest employer in the area. To ensure we fulfil our own commitment to being a fair and inclusive employer, the Council gathers information on the composition of its employees. This includes information on the recruitment, development and retention of employees, alongside the relevant protected characteristics of employees.

Appendix 3 includes information and breakdown, from 31 March 2012 to 1 April 2015, of information gathered by the authority in the following areas:

- Workforce composition
- Applications for employment
- Employees involved in disciplinary, grievance and dignity at work procedures
- Leavers

For this period, data is not available across all protected characteristics in each section of this report; the Council has taken steps to ensure this data is being recorded for future reporting.

Equal Pay Statement

The Council supports the principle of equal opportunities in employment to ensure that employees are not discriminated against irrespective of their age, race, disability, sexual orientation, gender, gender re-assignment, marriage/civil partnership, pregnancy, maternity, religion or belief. The Council is committed to ensuring that men and women should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value.

The Council's equal pay objectives are to:

- Eliminate any unfair, unjust or unlawful practices that impact on pay;
- Take appropriate action to address these accordingly;
- Regularly monitor and review the application of policies and procedures and;
- Conduct an equal pay review to monitor existing pay practices in line with the Equality and Human Rights Commission's Equal Pay Statutory Code of Practice.

Mainstreaming Equality

Priority	Progress
Equality Impact Assessment (EIA)	<ul style="list-style-type: none"> • EIA are started earlier in the policy process • EIA information used to better inform policy development (such as new procurement guidance)
Employment Monitoring and use of data	<ul style="list-style-type: none"> • Self-service option on the Workforce Management System gives an opportunity to collect equality group information • Data verification exercise began in early 2015
Procurement	<ul style="list-style-type: none"> • New procurement guidance on equality implemented, which links directly to the Council's EIA process, Procurement process now better informed by equalities considerations
Training, Learning and Development	<ul style="list-style-type: none"> • Increase in number of employees accessing equalities training with continued positive feedback. • Human Rights integrated into training • A greater number of bespoke sessions staff groups have been provided • online course made available from April 2015 • There were just over 300 staff participants in equalities training in 2011/2013, which rose to nearly 600 during the first two years of the current equality duty (2013/2015). • From 2015/16 forward EIA training will form part of core development for all managers
The Council approach to equalities	<ul style="list-style-type: none"> • There has been a continued increase in the proportion of our staff who feel we have a positive approach, from 73.8% in 2011 to 76% in 2013

Access to Council services	<ul style="list-style-type: none"> • Better joint working with West Dunbartonshire Access for All on planning of Council buildings • Wider and more consistent equalities monitoring of service use • Equality and fairness concerns have been gauged via the Citizens' Panel and used to identify priorities/actions. • Improved provision of hearing loops • During 2013/2014 all Facilities Management staff attended an equalities training course, where access issues formed a core component. We have also ensured, through training and guidance, that access is covered as part of our impact assessments during any service design or review. • The Homecare and Housing Repair services provide Keysafe and Password schemes to enable elderly and disabled residents to use services without feeling vulnerable to exploitation or harassment.
Accessible information	<ul style="list-style-type: none"> • Better awareness and use of interpretation and translation • The Councils 'Communicating Effectively' Guidance was revised, updated and publicised • West Dunbartonshire Equality Forum draws together local equality and community groups, such as Isaro Social Integration Network, Shopmobility and West Dunbartonshire Access for All, with statutory services providers. • The West Dunbartonshire Citizens' Panel has over 1400 members, and is regularly asked about a range of issues.

Appendix 2

Equality Outcome	Progress
<p>Outcome 1</p> <p>Greater participation and involvement of people from under-represented groups in influencing decision making in the Area</p>	<ul style="list-style-type: none"> • West Dunbartonshire Equality Forum (WDEF) is now in operation • A larger number community equality events have been supported • Violence against women work integrated into agenda of the WDEF • Better joint working with partners on equality issues, for example employability and hate crime • Work commenced on building a positive relationship with gypsy travellers staying temporarily in West Dunbartonshire
<p>Outcome 2</p> <p>Increase the proportion of Council employees who are from currently under-represented groups</p>	<ul style="list-style-type: none"> • Workforce Management System has been developed to record all protected characteristics • HR21 system was rolled out to an additional 1800 users • Promotion exercise carried out in March 2015 on benefits of providing equalities monitoring information. • Positive action measures have been identified in terms of raising awareness among BME young people of Modern Apprenticeship opportunities • The Council continues to operate the 'double tick' initiative to guarantee interviews to eligible disabled applicants • Introduction of a Quiet Room -a multi-functional welfare resource available for use by all employees • A manual exercise planned as part of the PDP process in 2015 to capture data from employees without access to HR21

<p>Outcome 3</p> <p>Reduce the gender pay gap</p>	<ul style="list-style-type: none"> • An Equal Pay Audit was carried out in 2014 and the gender pay gap continues to narrow • An Investigation into the barriers to full-time working was carried out through an analysis of recruitment data for the year 2013/14. • A review has been carried out across each department for allowances paid in 2013/14 • The Council launched the '<i>Be the Best</i>' strategy in 2014 with a focus on career development, career pathways and coaching and mentoring. This strategy provides clear guidance to employees on supports than can be accessed to support their career aspirations. • Promotion of all family friendly and flexible working strategies has been carried out to ensure all employees are aware of the supports available to progress their career. • A review will be carried out into the advertising strategies for typically male/female roles
<p>Outcome 4</p> <p>Reduce the levels of occupational segregation in employment</p>	<ul style="list-style-type: none"> • An Investigation into the positive actions that can be taken to reduce occupational segregation was carried out through an analysis of recruitment data for the year 2013/14. • Promotion of all support strategies has been carried out to ensure all employees are aware of the supports available to progress their career. • A range of work has been under taken in schools to ensure that males and females have the opportunity to access work placements in a variety of roles and industries including construction. • More in depth analysis of participation by protected group has been undertaken and will inform planning • More work in schools and with colleges on opening horizons and opportunities.
<p>Outcome 5</p> <p>Improve the speed and effectiveness of Reasonable Adjustments</p>	<ul style="list-style-type: none"> • Tailored adjustment agreement have been put in place to help ensure responsive adjustments • Introduction of the <i>Disability Leave Scheme</i> following an analysis of the need for flexibility for employees with a disability • The Council has introduced the provision of a quiet room. The quiet room is a multi-functional welfare resource available for use by all employees

<p>Outcome 6</p> <p>Increase the use of flexible working arrangements</p>	<ul style="list-style-type: none"> • Analysis carried out into the ways in which people work, focus on empowering them to work in more flexible ways to deliver better services. • The Council has identified three primary work styles – fixed, flexible, and mobile worker –supported by appropriate space, work settings, business tools and processes, training, and technology. • The introduction of modern work styles is being rolled-out through a planned approach aligned to the Council's office rationalisation programme and to support other transformation projects • Introduction of the <i>Disability Leave Scheme</i> following an analysis of the need for flexibility for employees with a disability • Introduction of the <i>Carer's Leave Scheme</i> following an analysis of the need for flexibility for employees with caring responsibilities • HR currently working to assess employees with multiple part-time contracts • Amalgamation of contracts taking place where appropriate • Reduction in multiple part-time contracts creating full-time opportunities
<p>Outcome 7</p> <p>Increase in the proportion of carers from each group who feel supported and are capable of continuing their role as a carer</p>	<ul style="list-style-type: none"> • Networking support for Carer's of West Dunbartonshire on outreach work to BME communities • The new Health and Social Care Partnerships (HSCP) will be invited to join the WDEF

<p>Outcome 8</p> <p>Decrease the Number of Hate Crimes in West Dunbartonshire</p>	<ul style="list-style-type: none"> • Hate crime is integrated in discussions at the WDEF as a standing item • The Police have delivered third party reporting training to Council staff; West Dunbartonshire Council One Stop Shops are now reporting centers • Questions on harassment are now integrated into Citizens Panel and Community equality Surveys every year which will provide information on comparing prevalence of harassment with reporting • With Police Scotland, we have integrated the work of the previous Hate Crime Action Group with that of the West Dunbartonshire Equality Forum. • Training relating to third party reporting of Hate Crimes to be rolled out to further Housing Staff. • Improved joint working with other agencies including training and awareness and public campaigns • Monitoring progress with reference to official statistics and targeted surveys to examined prevalence
<p>Outcome 9</p> <p>Reduce identity based bully and harassment in schools</p>	<ul style="list-style-type: none"> • Awareness of disability hate crime and bullying has been raised • A Bullying survey carried out in WD high schools as part of LGBT Youth Scotland Research • A range of other work in schools has increased awareness of issues • Baseline data on reported incidents has been identified and will be used to help measure progress • Improved joint working with other agencies including training and awareness raising in schools • New anti-bullying policy in development, with consistent monitoring system, analysis results and trends
<p>Outcome 10</p> <p>Reduce attainment gap between students with and without additional support needs</p>	<ul style="list-style-type: none"> • There is focus on directing support as effectively as possible to pupils with additional support needs • A new access strategy is will be completed and in place by mid- 2015

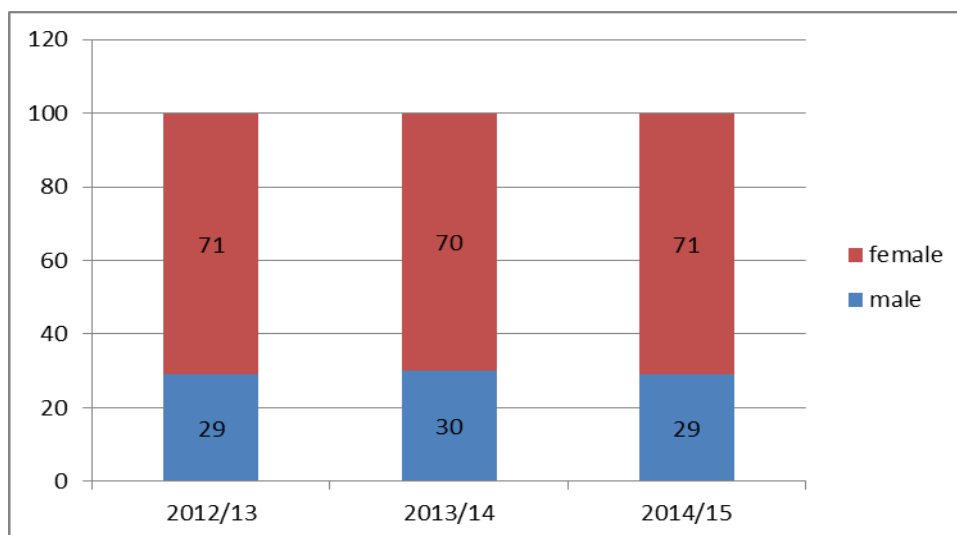
<p>Outcome 11</p> <p>Reduce gap between attainment levels of boys and girls</p>	<ul style="list-style-type: none"> • The comparative attainment of male and female students is now being closely analysed and will used to baseline progress • Data used to inform action plans • Work underway to ensure subject choice is less influences by gender stereotypes
<p>Outcome 12</p> <p>Better meet the educational needs of Gypsy Travellers</p>	<ul style="list-style-type: none"> • Provision of interrupted learning service has been improved by moving to a different location • Introductory visits to schools by Traveller parents offered
<p>Outcome 13</p> <p>Better meet the accommodation needs of Gypsy/Travellers in West Dunbartonshire</p>	<ul style="list-style-type: none"> • New kitchens and bathrooms have been provided to tenants at the Dennystoun Forge site • An action plan has been consulted upon and coordinated by the Council's Tenant Participation Service for improvements to the Dennystoun Forge site • An internal working group has been formed to identify actions on responding to demand for stopping places from people coming through the area • Plans in place to review the tenancy agreement in consultation with residents of Dennystoun Forge
<p>Outcome 14</p> <p>Improve the accessibility of transport for women, older people and disabled people</p>	<ul style="list-style-type: none"> • The Council supported the expansion of Clyde Shopmobility service into the Alexandria area and is working to support further expansion to Dumbarton • experimental traffic management scheme planned within Dumbarton town centre to aid access

Employee Demographics

Workforce Profile

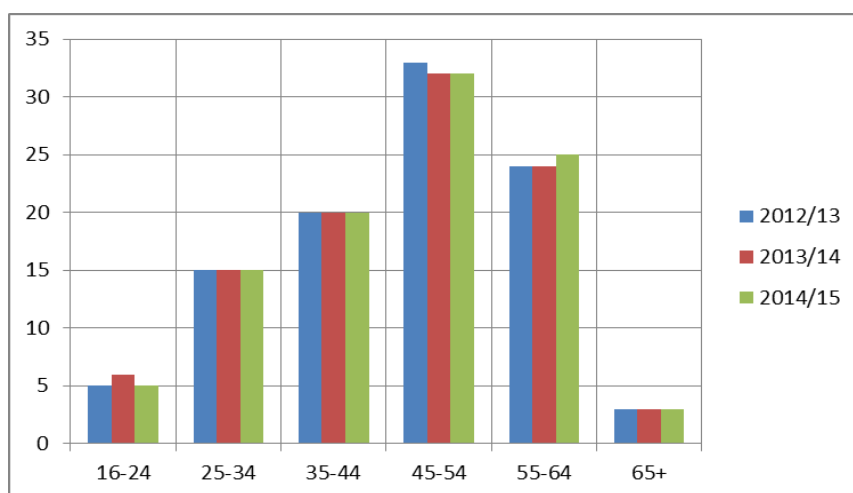
The Council aims to have a workforce which reflects the community the Council serves. The benefits of having a diverse workforce that is broadly representative of the local population is that the Council is seen as an employer of choice, and an employer who provides fair employment opportunities for all individuals.

Gender split for employees



The Council's gender profile continues to mirror the Scottish public sector gender profile with a significantly higher percentage of female employees. Over the last 3 years the profile has changed by 1% but returned to the original split.

Age profile

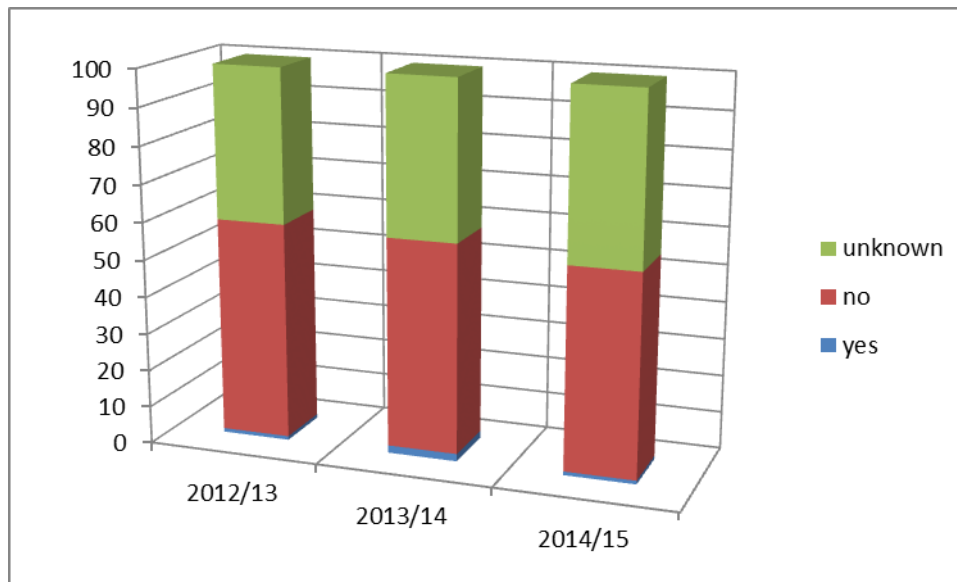


The highest percentage of employees over the last 3 years is within the age band 45-54. This is slightly higher the community profile as the average age for men in

West Dunbartonshire is 40 and for women it is 43, as detailed in The Council's Social and Economic Profile 2014. The age profile does not reflect the recruitment statistics as the highest percentage of applications come from those in the 25-34 age band.

The main reason for application decline in this group is insufficient experience but this is consistent with the reason for application decline across all age bands demonstrating that there are no significant barriers for those in the 25-34 band.

Disability



A very small percentage of employees have identified as disabled. Although the number of disabled employees has increased over the last 3 years it is still not consistent with the Council population where 23.1% of residents identify as disabled.

The Scottish Government's report *Equality Outcomes: Disability Evidence Review* states that disabled people experience lower rates of employment than non-disabled people and this is reflected in the recruitment statistics as approximately 5% of applications come from disabled applicants but only around 1.5 % are successful. The main reason for application decline in this group is education, qualifications and training.

Race

A very small percentage (less than 1%) of Black Minority Ethnic groups are reflected in the workforce profile. This is no longer consistent with the low representation in the community as the Social and Economic Profile 2014 reports that the BME population has increased for 0.7% in 2001 to 1.5% in 2011.

Occupational Segregation

Women and men tend to be clustered into different occupations and sectors. There are many factors underlying this segregation including stereotyping about men and women's capabilities and skills; the culture associated with different types of work; and access to training courses and apprenticeships.

Although job segregation restricts choices for men and women, the jobs which are most likely to be done by women are also those that are associated with low pay and limited possibilities for progression. These are sometimes referred to the '5 Cs' – cleaning, catering, cashiering, clerical work and caring.

The Council's Occupational Segregation Profile

There has been some change to the occupational segregation figures in the last 3 years but only marginally. Occupation Segregation has been included as part of the Equal Pay Audit Action Plan and will remain a focus for the organisation.

		2012/13		2013/14		2014/15	
Department		% Female	% Male	% Female	% Male	% Female	% Male
Community Health and Care Partnership	Community support roles: <ul style="list-style-type: none"> Addiction Support Care Homes Home Carers Health (Macmillan carers, Occupational Therapists) Sheltered Housing Social Work 	84	16	84	16	84	16
Corporate Services	Corporate Roles: <ul style="list-style-type: none"> Finance Human Resources Legal Compliance 	72	28	71	29	72	28
Educational Services	Corporate and Community Support Roles: <ul style="list-style-type: none"> Early Education School Education Libraries and Museums Education Support 	84	16	84	16	84	16
Housing Economic and Environmental Development	Community Support Roles: <ul style="list-style-type: none"> Housing Craft Estates Management Architects Facilities Management Crematoriums and Cemeteries Engineering Roads Grounds Maintenance Waste Services 	45	55	44	56	45	55

West Dunbartonshire Council Gender Pay Gap

2012/13	2013/14	2014/15
2.33%	1.42%	2.19%

The gender pay gap has declined since last reported in 2012/13, with a significant reduction in 2013/14 where the average hourly rate for female employees was £13.30 compared to £13.49 for male employees. This is very positive for the organisation as it continues to be significantly less than the gender pay gap of 9.4% as reported in the Annual Survey of Hours and Earnings (2014 Provisional Results).

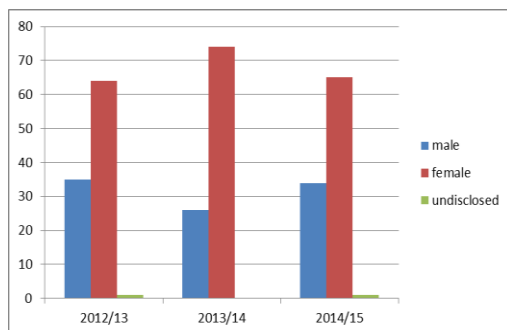
West Dunbartonshire Education Department Gender Pay Gap

2012/13	2013/14	2014/15
18.79%	19.15%	18.15%

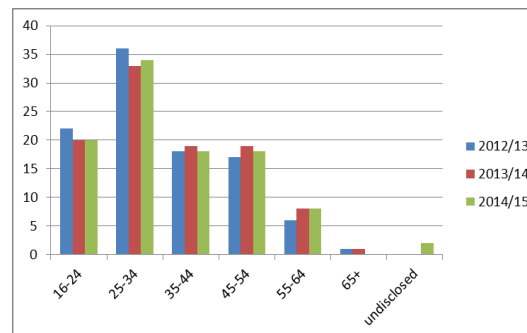
The highest percentage of males and females are clustered at the top of the main grade scale for classroom teachers. However; there is a cluster of males at the top of the Head Teacher & Depute Head Teacher scale and due to the small percentage of males in teaching this has inflated the hourly rate mean. This has had an overall impact on the gender pay gap within education.

Applications for Employment

Gender

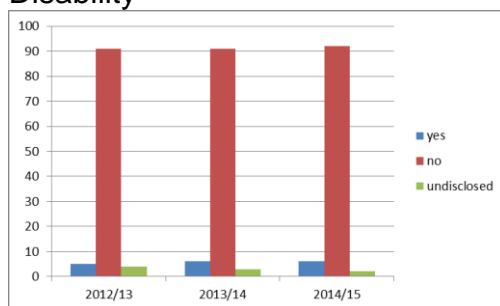


Age

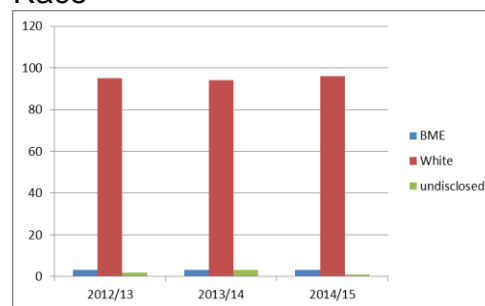


The gender split for applications for employment is consistent with the workforce profile with more female applicants than male. The highest percentages of applications come from those under 34, which is not consistent with the workforce profile.

Disability



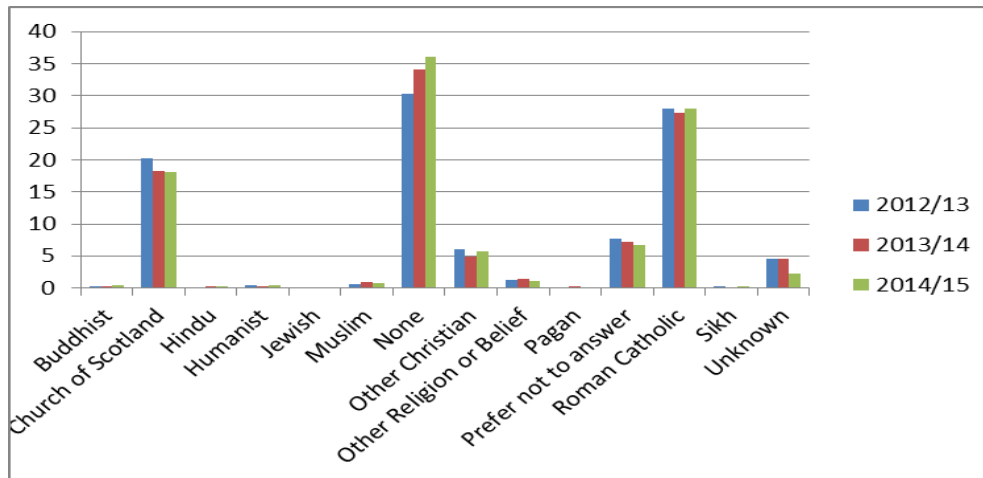
Race



The number of applications from those who identify as disabled is high in comparison to the workforce profile. The Council continues to support disabled applicants through the positive action of guaranteeing interviews to those who meet the essential criteria. Only 1.82% of disabled applicants were appointed in 2012/13, 1.24% in 2013/14 and 1.41 in 2014/15. This suggests that a high percentage of disabled applicants do not meet the essential criteria for the posts they have applied for.

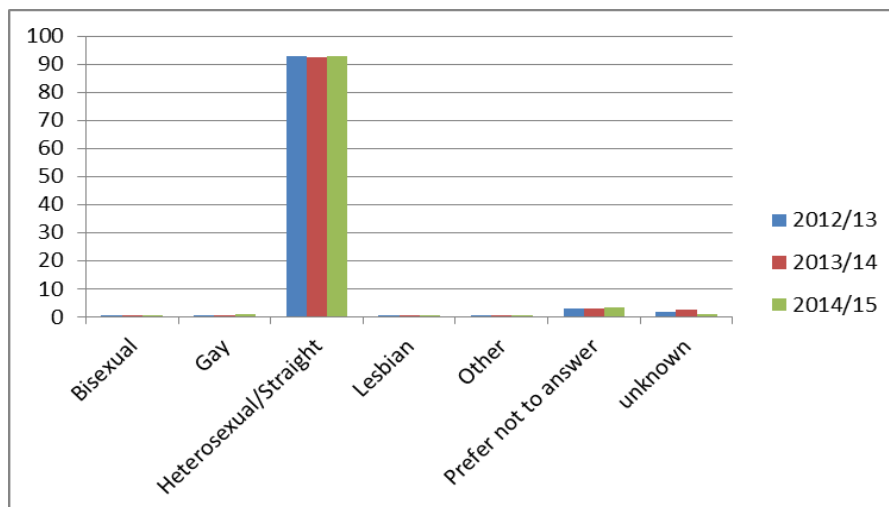
The number of applications from those in the BME group is also high in comparison to the workforce profile. This illustrates that a relatively high percentage of BME people are seeking employment with West Dunbartonshire Council. In 2012/13 1.77% of BME applicants were successful in being appointed and this increased to 2.22% in 2013/14. In 2014/15 this decreased to 1.85%. The main reasons for application decline are experience and insufficient evidence.

Religion and Belief



The highest percentages of applications are from those with Christian beliefs. This is consistent with the local population where 65.2% report as Christian.

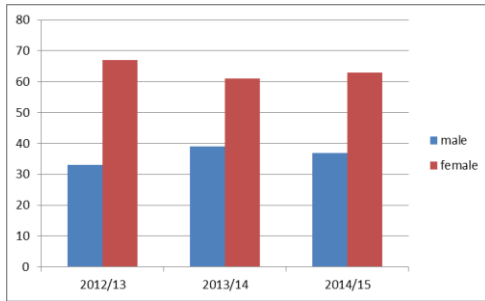
Sexual Orientation



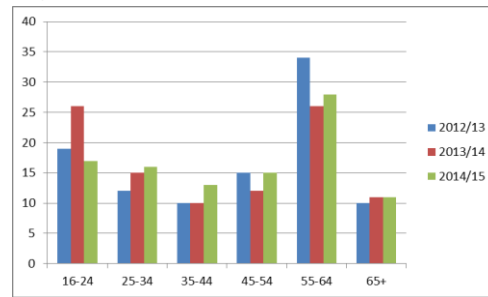
There is no local data on the workforce or community to compare these figures to but the Council is currently gathering data in relation to this protected characteristic to enable analysis going forward. The highest percentage of applicants identify as heterosexual which is consistent with a UK survey carried out by the Office of National Statistics reporting that 95% of people in the UK are heterosexual.

Leavers

Gender

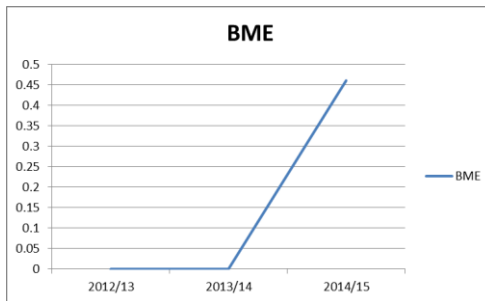


Age

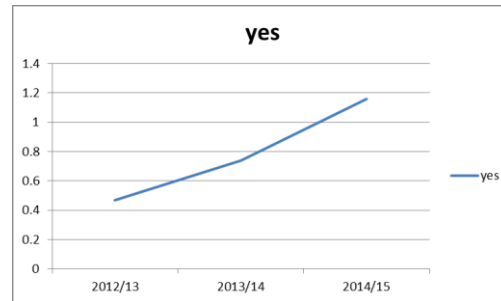


More female employees leave the organisation than men but this has not affected the gender split of the organisation as more females are recruited than males. The highest percentage of leavers is in the age group 55-64 which would be consistent with normal career pathways.

Race



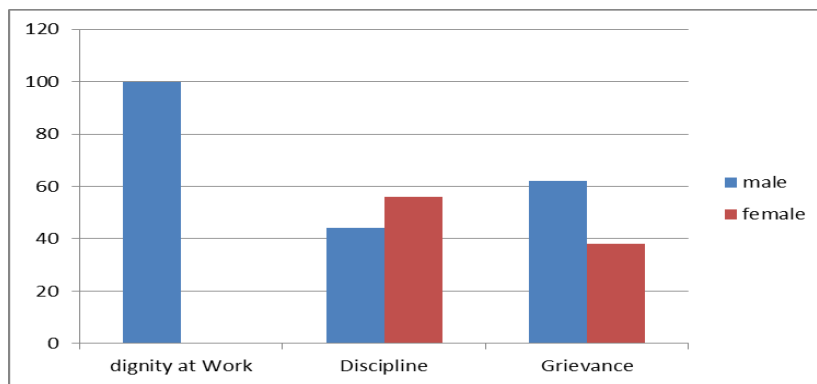
Disability



The percentage of those leavers identifying as disabled is increasing year on year (currently just over 1%) but this is not having a detrimental effect on the workforce profile. No BME employees left the organisation in 2012/13 and 2013/14, and despite the increase in 2014/15 (to 0.46%), this has not affected the workforce profile.

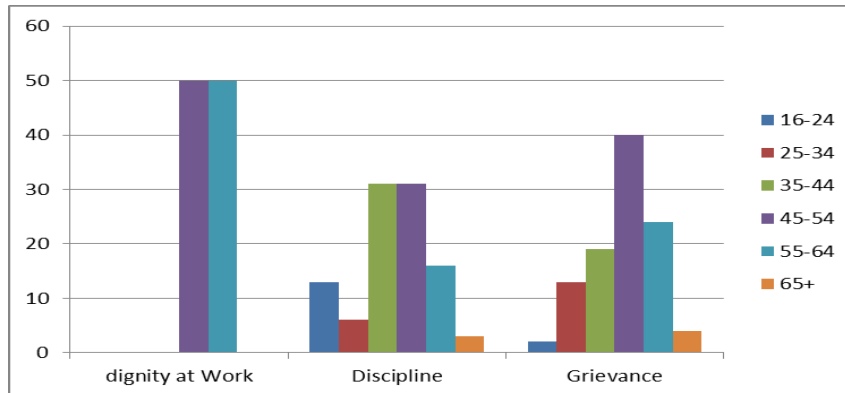
Employees involved in Discipline, Grievance and Dignity at Work Procedures

Age



There is no visible pattern in relation to Dignity at Work, this is due to the low number of concerns being raised. Statistics illustrate that more male employees are involved in disciplinary procedures than female employees. More female employees were involved in grievance procedures. This would be expected due to 2nd wave equal pay claims, however a recent increase from male employees would also be expected due to the legal decision that overtime should be included in the calculation for holiday pay.

Gender



The age profile of those involved in dignity at work, discipline and grievance procedures is generally reflective of the workforce and does not illustrate any significant concerns.

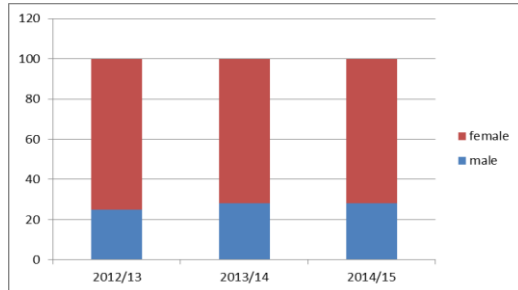
Disability and Race

No employees who have identified as disabled were involved in Dignity at Work procedures and a very small percentage were involved in disciplinary and grievance procedures. BME employees have not been involved in dignity at work, discipline and grievance procedures in recent recording.

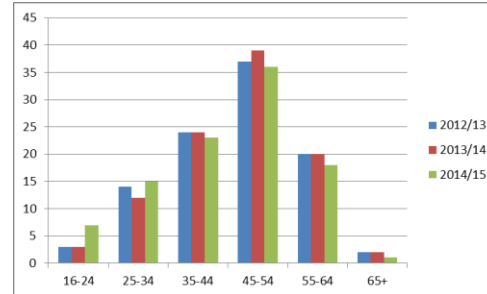
Training

The Council has enhanced the focus for online training through the e-learn platform. These online training resources can be accessed by employees from either their place of work or from their computer at home. The resource is available 24/7 which means that training is available at a time and place that suits employees with no need for an application or approval.

Gender

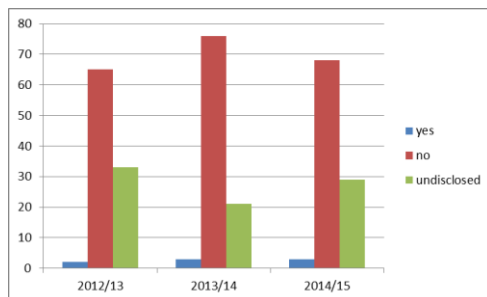


Age

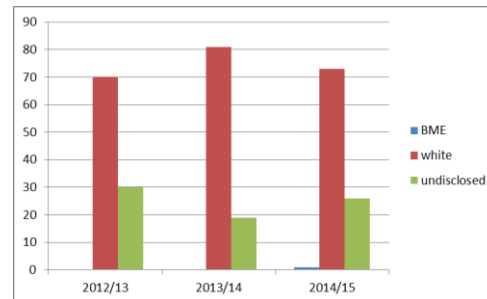


More females employees than male employees are using e-learning but the statistics are reflective of the workforce profile each year. The highest percentage of employees accessing e-learn are in the age group 45-54 which is consistent with the workforce profile.

Disability



Race



In relation to the workforce profile a large percentage of disabled employees are accessing e-learn. Year on year more BME employees are accessing e-learn.

Equalities Training

The number of employees who accessed specific equalities training in each year was:-

2012/2013	165
2013/2014	334
2014/2015	242