

Corporate Workforce Diversity Report 2010/2011 - Full Version

Prepared by:
Human Resources & Organisational Development

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Section 1 – Introduction and Background Information

This is the Council's Workforce Diversity Report analysing the equality monitoring information for the financial year April 2010-March 2011. This report sets out information about the Council's workforce and how its activities as an employer affect people with different 'protected characteristics'. This is the first time the council has published this information and it will be reviewed. The report also outlines the context in which we operate. Other related documents include the following:

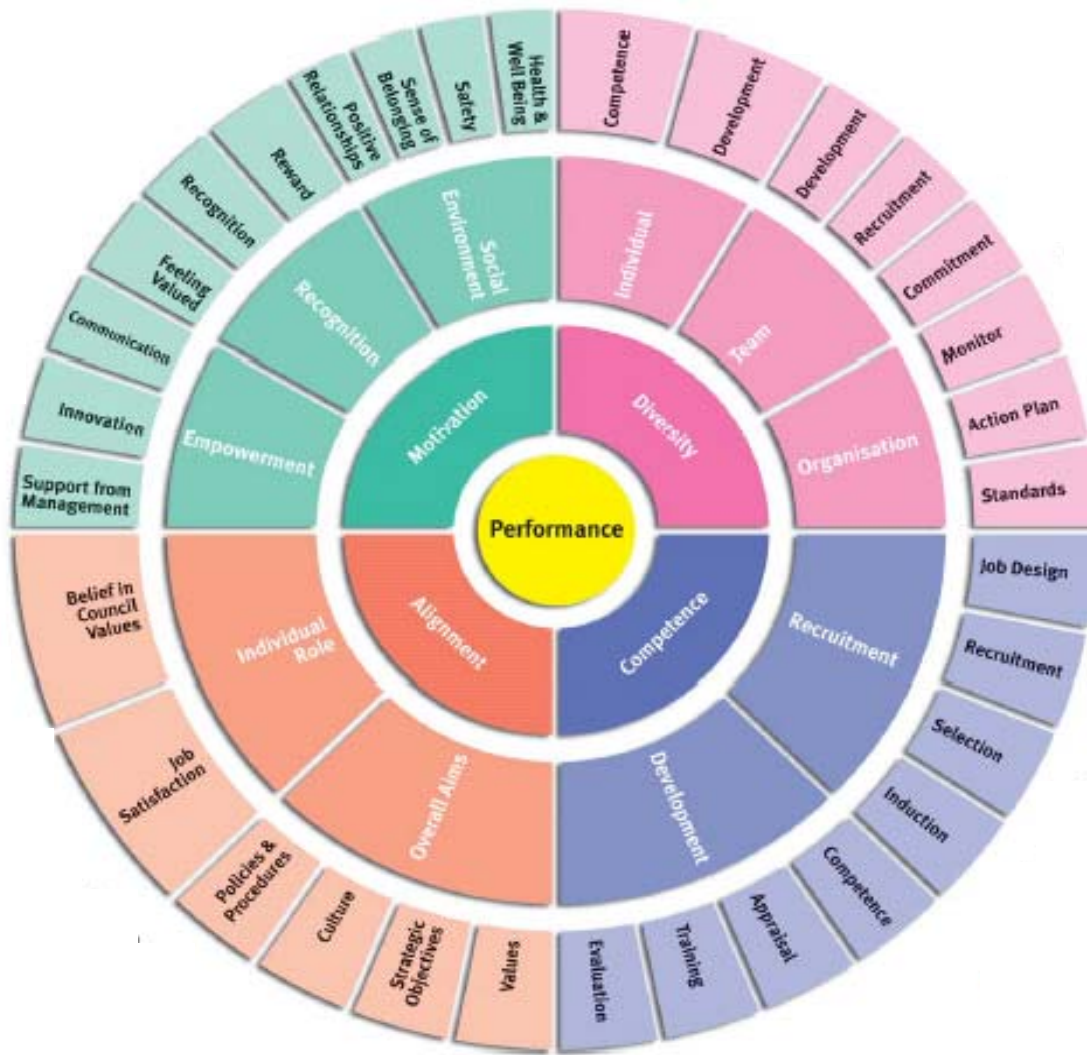
- Human Resource (HR) Strategy
- The Council's employment policies, procedures and guidance documents.
- Corporate Equality Scheme (currently being revised)

Valuing and supporting diversity in employment continues to be a key priority. We recognise that having a diverse workforce has many advantages particularly in terms of performance, customer service, employer brand and access to skills. Having a proactive and supportive equality and diversity agenda can have positive benefits upon employee morale and retention, and can influence organisational success.

The HR Strategy guides all our plans, policies and service delivery requirements. Since 2003 diversity has been an explicit key component of the HR Strategy (see diagram overleaf). Much has already been achieved, but we recognise that more action is required. The Council, of course, has regard to the new public sector Equality Duty which came into force on 5th April 2011 and the specific duties set out in regulations which came into force on 10th September 2011. As such, the Council consciously thought about the following 3 aims of the Equality Duty, as part of its decision-making mentioned in this report. The need to:

- Eliminate unlawful discrimination;
- Advance equality of opportunity; and
- Foster good relations (between people who share a protected characteristic and people who do not share it).

The Council will set and publish new equality objectives by 6th April 2012 in accordance with the specific duties.



Section 2 - The Context

Context - National

Equality related legislation, case law and good practice continue to be areas closely monitored to ensure continued compliance. Key changes include the following:

- In September 2009 the Equality Framework for Local Government replaced the Equality Standard for Local Government altogether. The Council is now committed to attaining the 'Excellent' level of the Equality Framework.
- The Equality Act 2010 harmonises and strengthens discrimination law. Parts of the Act came into force on 1st October 2010 and other parts came into force in April 2011. As mentioned previously, the new public sector Equality Duty came into force on 5th April 2011.

Context – Sunderland

Sunderland is an urban area situated on the coast in the North East of England, and has a population of 281,700 (Office for National Statistics 2009 midyear population estimate) and covers an area of 137 sq km. The local economy was originally built around heavy industry, e.g. ship building, coal mining and glassmaking. Sunderland now operates on an international level and is continuing to develop a modern city centre, balanced against an award winning coast line. The major employers are call centres, automotive and public sector organisations and more people are now employed in new service industries than were employed in traditional industries. "With 72% of residents working and living in the (Sunderland) area it is the second most self-contained local authority of the North East"¹. It is estimated that around 70% of our employees live in the Sunderland area.

Within the city there are significant areas of deprivation. In 2004 just over 46% of the population lived in areas ranked among the 20% most deprived in England. The average health of local people is not as good as the national average. A higher than average proportion of the population of Sunderland have a limiting long term illness, 24% compared to 17.9% for England (Source – Community Health Profiles 2007), and over 10% of the local population are permanently sick or disabled compared to 5.5% nationally. Educational achievement has increased considerably over recent years, but it is currently below the national average. With regard to qualification levels, for example, the percentage of people with a NVQ 2 and above for the period January 2010 to December 2010 was as follows: Sunderland 65.0%; North East 66.1%; and Great Britain 67.3%. With respect to unemployment, for the period January 2010 to December 2010, unemployment was 10.7% in Sunderland; 9.8% in the North East; and 7.7% in Great Britain. Crime in the city has been falling significantly. In 2005/2006 it was below the national average (overall crime rate per thousand population 2005/2006: Sunderland 100.6, England and Wales 104.8²). Reducing the fear of crime remains a priority area.

The Council is working hard to improve service delivery. The Sunderland Strategy 2008-2025 provides the framework for members of the Sunderland Partnership, organisations, groups of people and individuals, to work together to improve the quality of life in Sunderland by 2025. It sets out a Vision for the city and its people and how everyone will work together to achieve that Vision:

"Creating a better future for everyone in Sunderland - Sunderland will be a welcoming,

internationally recognised city where people have the opportunity to fulfil their aspirations for a healthy, safe and prosperous future.”

The Council has introduced a new operating model, the Sunderland Way of Working (SWOW), which is our approach to ensure that the Council becomes more customer focussed and is able to continue to deliver good quality services, whilst being able to take a more proactive and positive approach to the economic challenges facing the public sector. The SWOW has had an impact upon the Council’s recruitment and retention strategies. The decision was taken not to recruit externally at present for all except a few Council roles, and we ceased to advertise externally in January 2010. This decision was taken in response to the significant budgetary pressures and the Council’s no mass redundancy commitment. The Council also introduced the Internal Jobs Market (IJM) in early 2010, which is an internal process to assess individuals and match them to roles. In addition, Staff Working in Transition and Change (SWITCH) has also been introduced. SWITCH provides access to project work and development opportunities for employees who are not appointed to a post in a new structure, as a result of the Council moving towards the new operating model.

Please see the section below for key statistics for the City of Sunderland.

City of Sunderland – Key Statistics

Table 1: Age Breakdown (rounded)

Age Group	Males	Females	Persons
Under 5	7,500	7,300	14,800
5-14	16,700	16,100	32,800
15-19	9,900	9,200	19,100
20-24	10,200	9,700	19,900
25-44	37,600	39,100	76,600
45-64	35,200	36,500	71,100
65+	19,600	26,000	45,500
Total	136,700	143,900	280,600

Source: Registrar General’s Population Estimates for Mid-2006, ONS updated August 2007. Note: Figures may not sum to totals due to rounding

Table 2: Workplace Population (2001)

	Sunderland	North East	England
All Persons	117,052	1,010,676	22,376,120
Less than 20 years old	6,550	53,500	1,126,061
20-29 years old	24,818	192,636	4,486,880
30-39 years old	33,331	273,115	5,972,510
40-49 years old	29,010	258,727	5,240,955
50-59 years old	19,428	189,895	4,314,052
More than 59 years old	3,915	42,803	1,235,662

Source: ONS (2001)

Table 3: Resident Population Rounded

	Sunderland (Numbers)	North East (Numbers)	England (Numbers)	Great Britain (numbers)

All people	280,600	2,555,700	50,762,900	58,485,700
Females	143,900	1,308,300	25,836,600	30,005,200
Males	136,700	1,247,400	24,926,400	28,840,600

Source: Registrar General's Population Estimates for Mid-2006, ONS Updated August 2007.

Table 4: Population Projections

	Males	Females	Persons
2016	135,400	143,300	278,700
2026	134,000	142,700	276,700

Source: 2004-based English sub-national population projections, ONS, updated December 2006

Table 5: Working Status (working age)

Annual Population Survey Jan-Dec 2006	Sunderland %	North East %	Great Britain %
Economic Activity Rate	74.1	76.0	78.6
Economic Inactivity Rate	25.9	24.0	21.4
Employment Rate	68.7	70.7	74.3
Unemployment Rate	7.4	7.0	5.5

Source: NOMIS (Annual Population Survey) – Updated August 2007

Table 6: Claimant counts and unemployment rates in Tyne & Wear – October 2006

District	Male	%	Female	%	All	%
Gateshead	2,656	5.8	840	2.1	3,496	4.1
Newcastle	4,360	7.3	1,372	2.6	5,732	5.1
North Tyneside	2,605	5.4	870	2.1	3,475	3.9
South Tyneside	3,049	8.4	1,043	3.5	4,092	6.2
Sunderland	4,572	6.8	1,440	2.5	6,012	4.8
Tyne & Wear	17,242	6.7	5,565	2.5	22,807	4.8

Source: ONS and Tyne & Wear Research Information

Table 7: Incapacity Benefit (IB) and Severe Disablement Allowance (SDA) Claim Rates

Claim rate figures represent the number of all claimants as a percentage of the mid-2004 working age population aged 16-64 (mid-2006) population used from Feb 2007)

	Sunderland %	North East %	Great Britain %
All IB and SDA Claim Rates (Feb 2004)	12.4	11.3	7.5
All IB and SDA Claim Rates (Feb 2005)	12.1	10.9	7.4
All IB and SDA Claim Rates (Feb 2006)	12.0	10.7	7.4
All IB and SDA Claim Rates (May 2006)	11.9	10.6	7.4
All IB and SDA Claim Rates (Feb 2007)	11.8	10.5	7.4

Source: DWP Website, updated August 2007

Table 8: General Health

	Sunderland %	North East %
Limiting Long-Term Illness	24.0	22.7
General Health "not good"	12.9	12.0
Providing unpaid care	11.3	11.0
Providing unpaid care > 50 hours per week	3.0	2.7

Source: Census 2001, ONS

Table 9: Ethnicity

	Sunderland		North East
Ethnic Origin	2001 %	1991 %	2001 %
White	98.1	98.9	97.6
Mixed	0.4	0.1	
Asian or Asian British	1.0	0.5	
Black or Black British	0.1	0.1	
Chinese or other	0.3	0.4	
Largest Ethnic Minority Group	<i>Bangladeshi (0.4)</i>		<i>Pakistani (0.6)</i>

Source: Census 2001, ONS

Table 10: Religion

	Sunderland %	North East %
Christian	81.5	80.1
Largest Other Religious Group	Muslim (0.7)	Muslim (1.1)
No religion	9.6	11.0
Religion not stated	7.6	7.1

Source: Census 2001, ONS

Table 11: Employment by Industry

	%		%
Primary & Utilities	2.0%	Finance/ Business	17.0
Manufacturing	16.8	Public Administration	7.8
Construction	4.4	Education	8.9
Retail / Wholesale	17.2	Health/ Social Care	12.8
Hotel / Catering	5.4	Other Services	4.0
Transport / Communications	4.3		

{Note: Primary & Utilities consists of Sections of A-Agric., hunting & Forestry, B-Fishing, C-Mining & Quarrying and E-Elec, Gas & Water}

Source: Annual Business Inquiry on NOMISweb)

Table 12: Principal Industries and Major Companies Include

Principal Industry	Major Companies
Automotive	Nissan
Aerospace	Rolls Royce
Retail	Littlewoods (mail order)
Business Services	Electricite de France (EDF), T-Mobile
Transport	Arriva* and Hays Travel
Clothing Manufacturer	Nike
Plastics & Auto Component Manufacture	Magna Kansei

* = HQ

Source: Sunderland Key Facts (May 2010).

Table 13: Job Density (2009)

	Sunderland (jobs)	Sunderland (density)	North East (density)	Great Britain (density)
Job density	124,000	0.67	0.66	0.78

(Note: The density figures represent the ratio of total jobs to population aged 16-64).

Source: ONS jobs density.

Table 14: Employee Jobs (2008)

	Sunderland (employee jobs)	Sunderland (%)	North East (%)	Great Britain (%)
Total employee jobs	119,300			
Full-time	84,200	70.6	68.2	68.8
Part-time	35,100	29.4	31.8	31.2

Source: ONS annual business inquiry employee analysis.

Table 15: Travel to work

114,119 residents of Sunderland are in employment.

- Of these 81,616 (72%) also work in Sunderland.
- 32,503 (28%) work outside Sunderland.

117,052 people work in Sunderland. Of these:

- 81,616 (70%) also live in Sunderland.
- 35,436 (30%) live outside Sunderland commute in.

Of the 81,616 who live and work in Sunderland.

- 7,041 (9%) work mainly at or from home
- 2,829 (3%) have no fixed place of work.

Table 16: Main origins of the 35,436 workers who commute into Sunderland:

- South Tyneside 21%
- Easington 15%
- Gateshead 13%
- Chester-le-Street 9%
- Newcastle upon Tyne 8%
- Durham 7%
- North Tyneside 6%

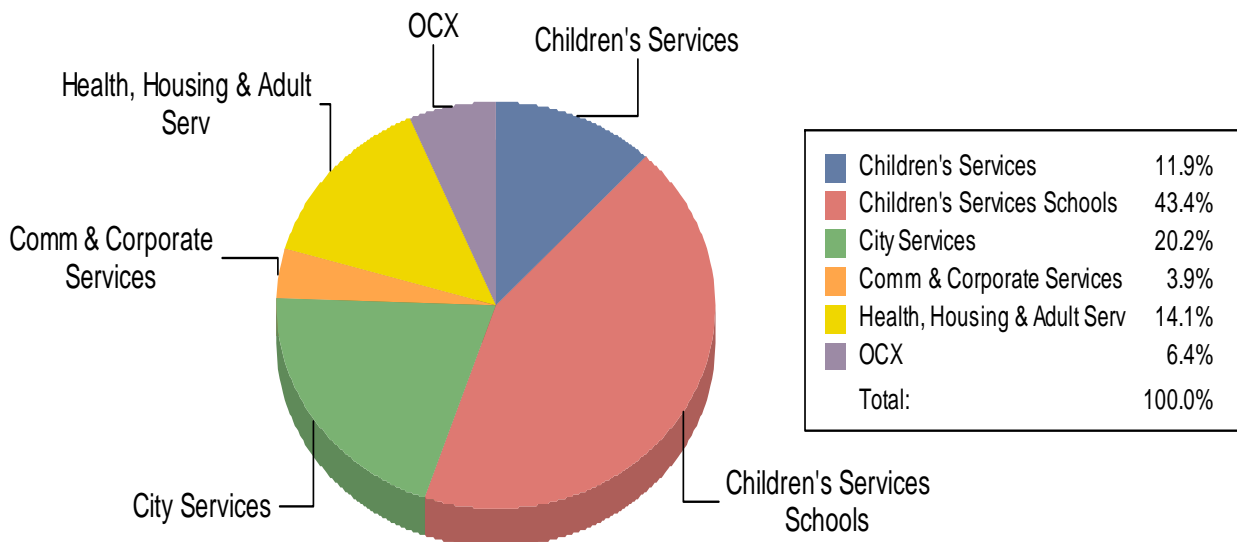
Table 17: Sunderland City Council's Workforce

Sunderland City Council is currently in a period of change. Analysis is based upon the structure in place during 2010/2011. At the end of this period the Council had a head count of 13,021 employees. The full-time equivalent total was 10,479.75. Of the 13,021 employees 4,899 are part time and 8,122 are full time employees.

Table 18: Sunderland City Council's Distribution of Employees by Directorate (see pie chart overleaf)

Directorate	2008/ 2009 %	2009/ 2010 %	2010/ 2011 %
Children's Services	55.00	55.76	55.36
City Services	22.95	20.21	20.18
Comm & Corporate Services	N/A	N/A	3.91
Health, Housing and Adult Services	11.49	13.58	14.10
OCX	10.56	10.45	6.44

Percentage of employees by Directorate



Sunderland City Council – Examples of Key Activities during 2010/2011

The following are examples of some key activities the Council implemented or achieved during 2010/2011 to progress its equality agenda.

- In 2008 the Council was assessed through Peer Assessment at Level 3 of the Equality Standard for Local Government, which equates to the 'Achieving' level of the Equality Framework for Local Government. The Council is working towards attaining the 'Excellent' level of the Equality Framework.
- As part of the Council's commitment to putting equal pay principles into practice, we carry out regular monitoring of the impact of our pay practices. We conducted an equal pay audit of the whole of the Council's workforce in 2008, 2009 and 2010. Prior to this, two equal pay audits had been conducted on a section of the Council's

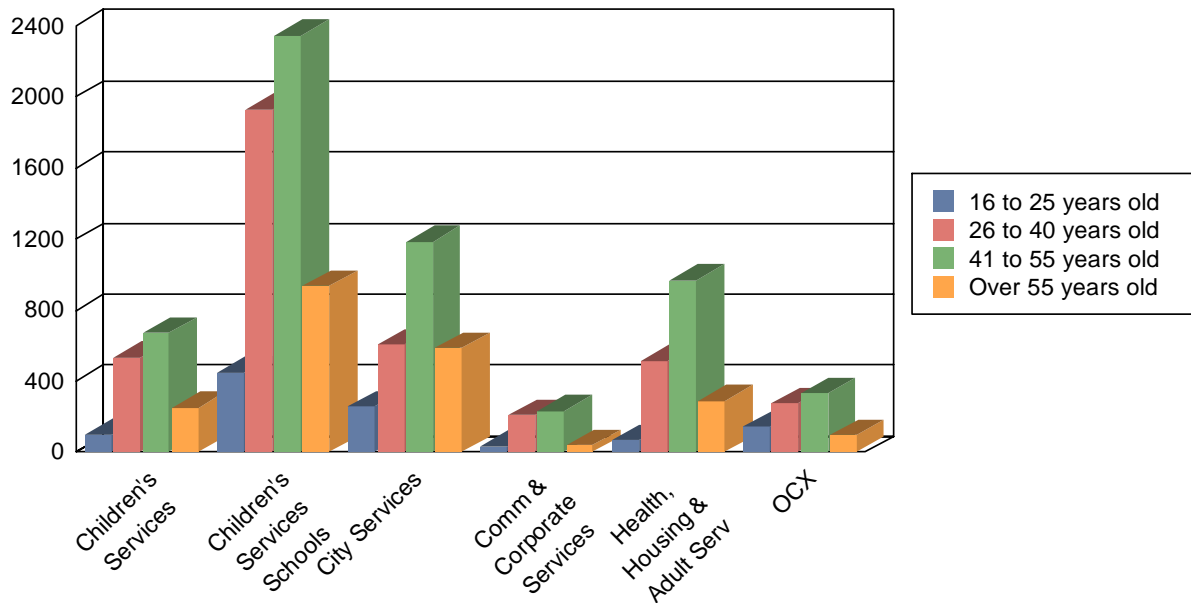
workforce in 2005 (Green Book Phase 1 employees), both before and after implementing job evaluation. The Council Remains committed to conducting a Pay and Grading Review for the remaining Green Book employees (up to SCP 49) at some point in the future, but it is not considered appropriate at this time as the Council is restructuring service delivery to meet the challenge of significant budgetary pressures. With regard to pay the National Minimum Wage (main rate) was £5.93 from 1st October 2010, but it should be noted that the Council's pay rates established by local government negotiating bodies are above the national minimum wage.

- Over 4,500 employees have completed the e-learning equality and diversity training package which was launched in 2008. An updated package was launched in June 2010 which is being rolled out. The training will help to eliminate any discrimination within the Council.
- The Sunderland Leadership Programme has an equality element. Feedback from participants has included the following key points, i.e. that it provided a clear understanding of the Council's priorities; was relevant to the job role; helped delegates feel more empowered as employees; and to be more open to change and new ideas. In addition, all participants have access to individual coaching where any specific barriers or issues can be explored.
- During the period January 2010 to December 2010 the Council, working in partnership with other local organisations, offered 6 placements for young people with a learning disability or physical disability. The Council is hoping to be able to accommodate up to 20 placements for young people with disabilities in 2011.
- The Council values all employees and is committed to helping them achieve a rewarding work-life balance. We have introduced an employee benefits scheme available to employees on a range of purchases including numerous retailers, entertainment and family days out. Access to this unique range of benefits and discounts hopefully assists employees in achieving this balance.
- The Council offers childcare vouchers to employees. By March 2011 we had 212 employees participating in the scheme.
- We are continuing to introduce flexible ways of working.

Section 3 – Age Equality

Please see the following graphs and tables showing statistics relating to age equality.

Age Analysis by Directorate 2010/11

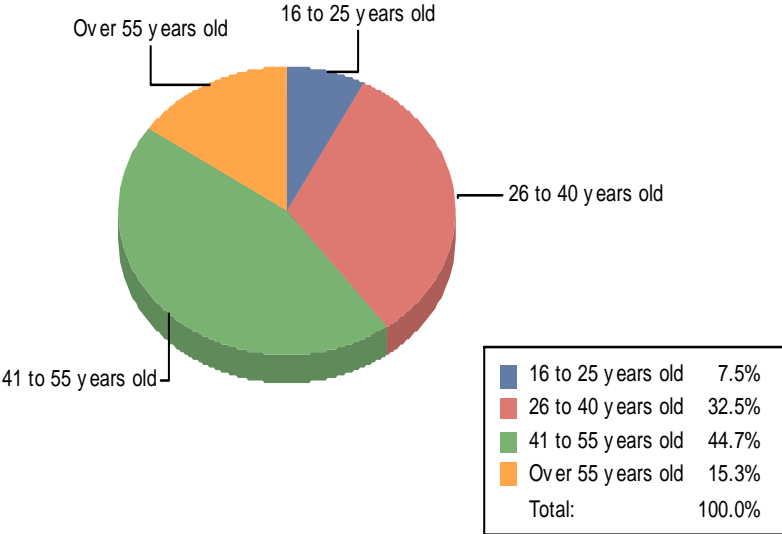


Directorate	2009/2010				2010/2011			
	16-25 %	16-25 %	16-25 %	16-25 %	16-25 %	26-40 %	41-55 %	56 + %
Children's Services	8.43	34.12	41.03	16.42	7.55	34.14	41.84	16.48
City Services	10.39	22.37	46.14	21.10	9.67	23.02	45.09	22.22
Comm & Corporate Services	N/A	N/A	N/A	N/A	6.48	41.06	45.19	7.27
Health, Housing and Adult Services	4.83	29.9	50.30	14.98	3.65	27.94	52.61	15.80
OCX	8.97	38.47	42.91	9.66	16.81	32.66	39.45	11.08
Council Total	8.39	31.56	43.52	16.53	7.98	31.20	43.99	16.83

Percentage of Female and Male Employees by Age Range

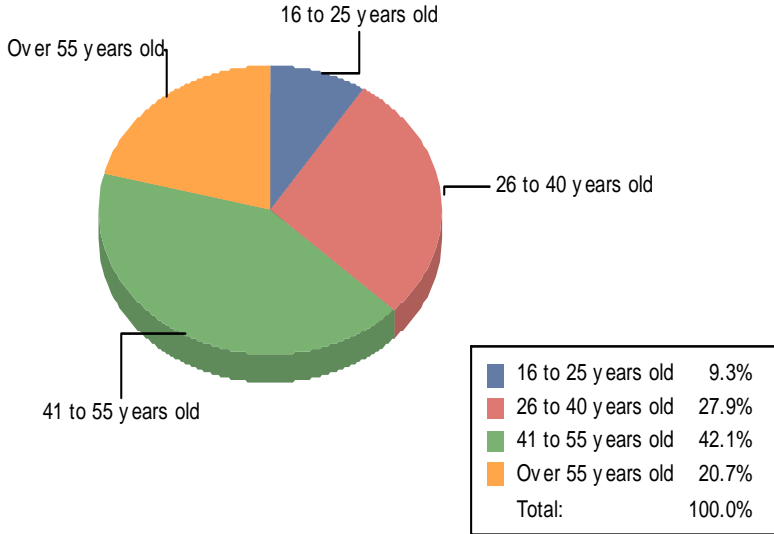
Percentage of employees in age range

For Female

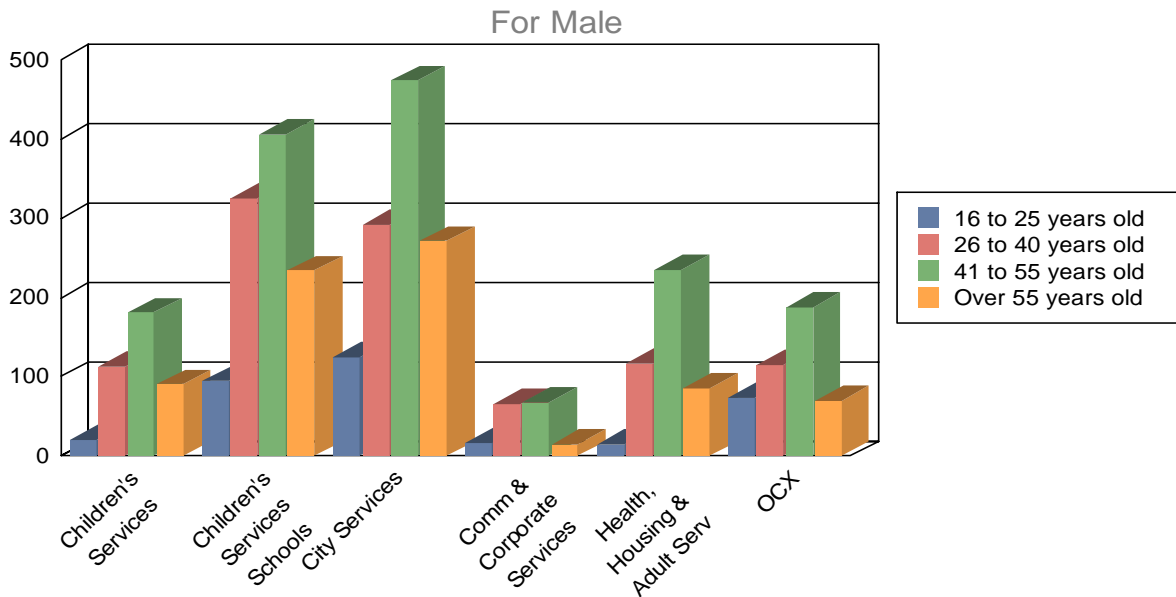


Percentage of employees in age range

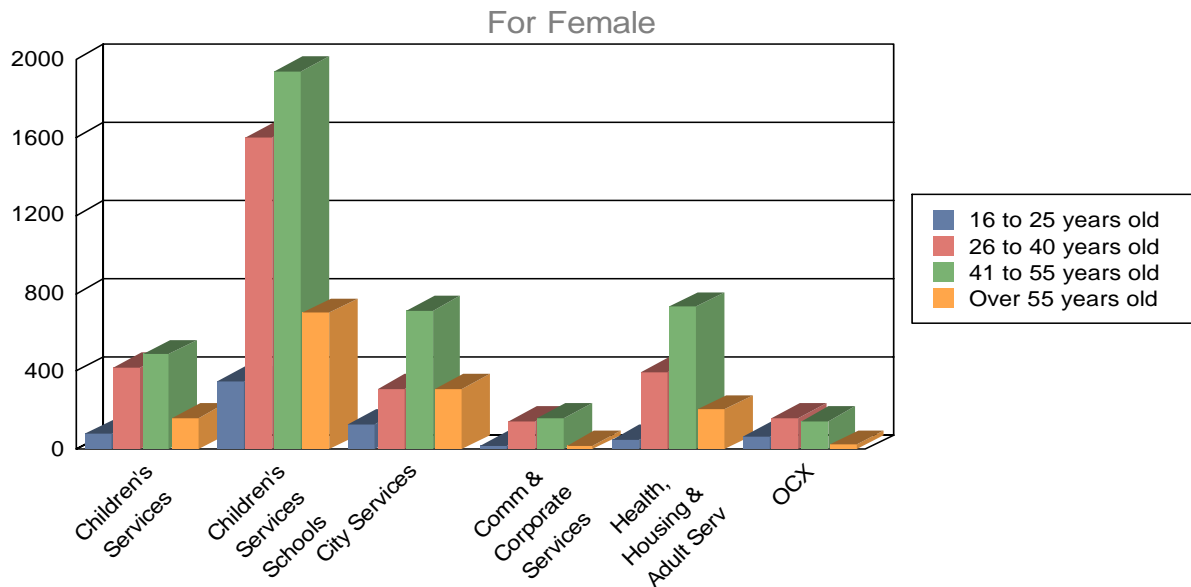
For Male



Age Analysis by Directorate 2010/11



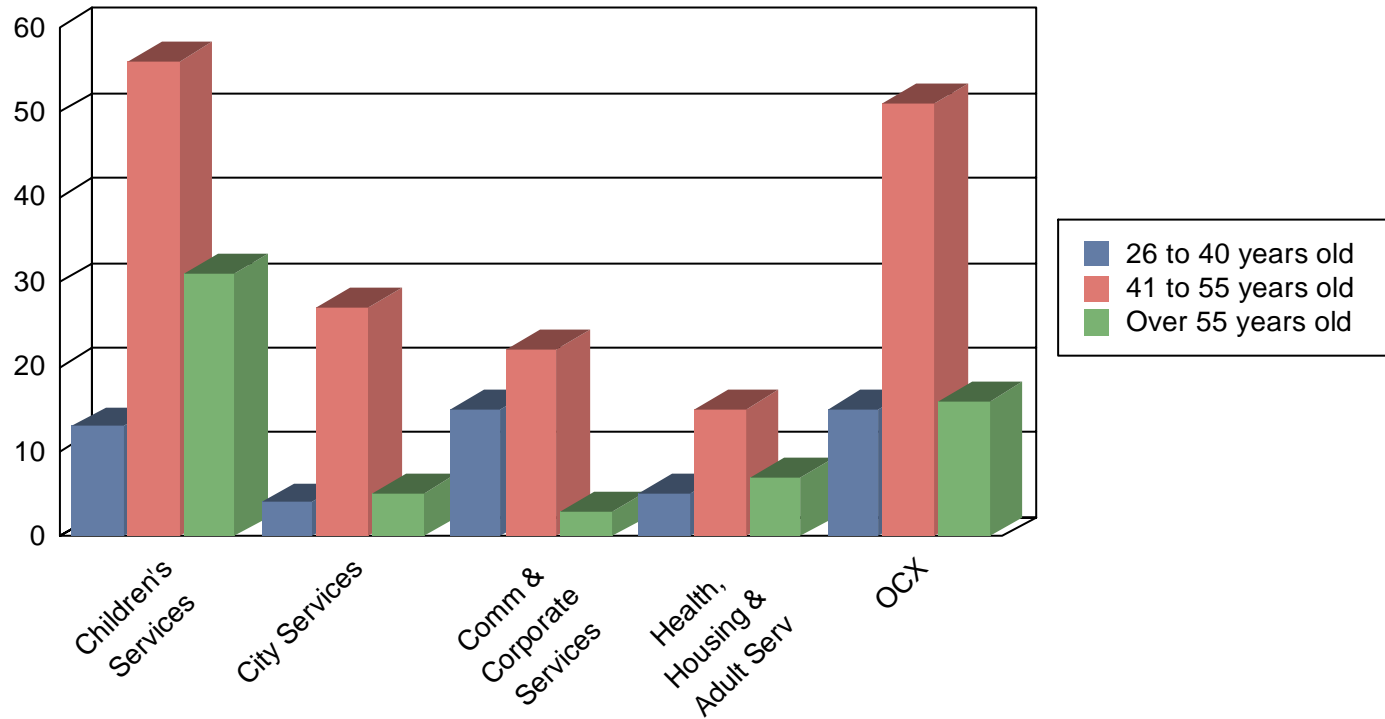
Age Analysis by Directorate 2010/11



		Children's Services %	City Services %	Comm & Corp Services %	HHAS %	OCX %	Council Total %
Female	16-25	7.48	8.80	4.93	3.76	17.30	7.46
	26-40	35.21	21.35	41.74	28.61	40.46	32.52
	41-55	42.27	48.5	46.96	52.82	36.39	44.74
	56 plus	15.04	21.35	6.38	14.81	5.85	15.29
Male	16-25	7.79	10.76	9.76	3.32	16.37	9.30
	26-40	29.94	25.13	39.63	25.88	25.78	27.85
	41-55	40.12	40.79	41.46	51.99	42.15	42.09
	56 plus	22.15	23.32	9.15	18.81	15.7	20.75

Top 5% of Earners by Age Range

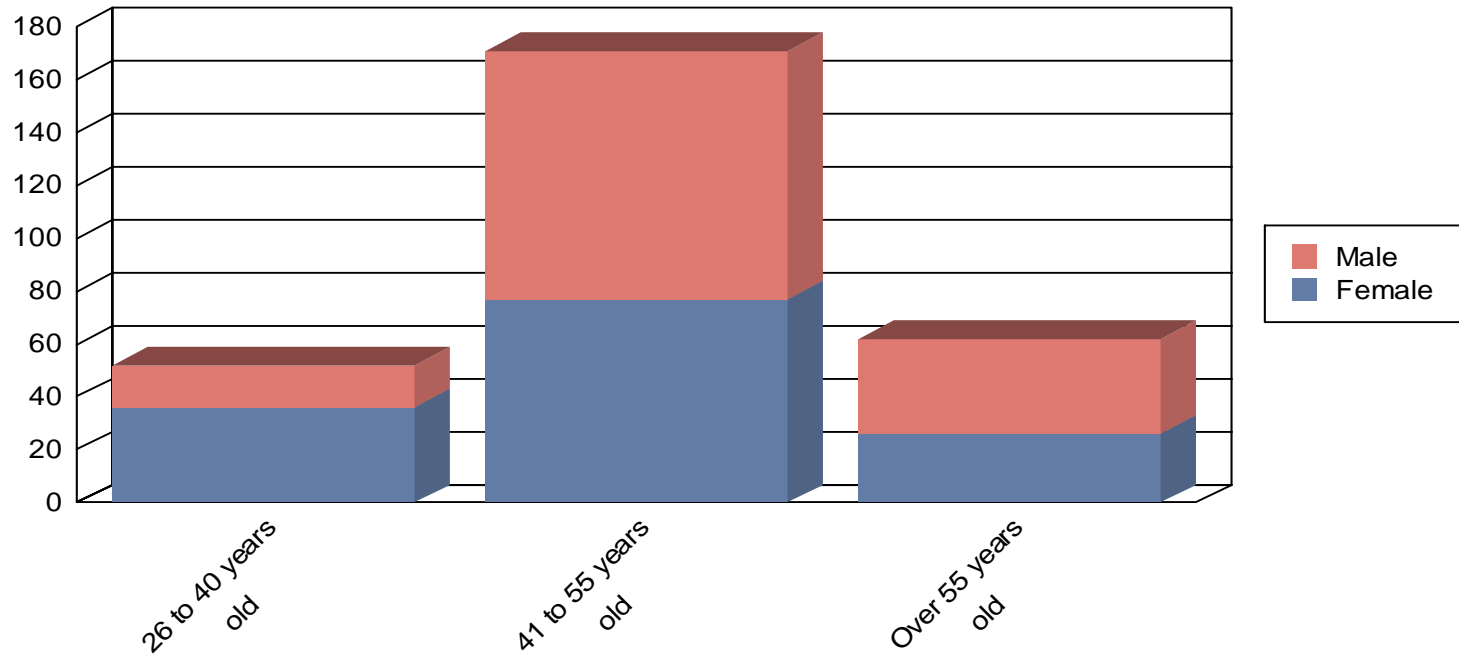
Age Analysis by Directorate 2010/11



Directorate	Age 26-40	Age 41-55	Age 56+
Children's Services	13.00%	56.00%	31.00%
Comm & Corporate Services	11.11%	75.00%	13.89%
City Services	37.50%	55.00%	7.50%
Health, Housing & Adult Services	18.52%	55.56%	25.93%
OCX	18.29%	62.20%	19.51%
Council Total	18.25%	60.00%	21.75%

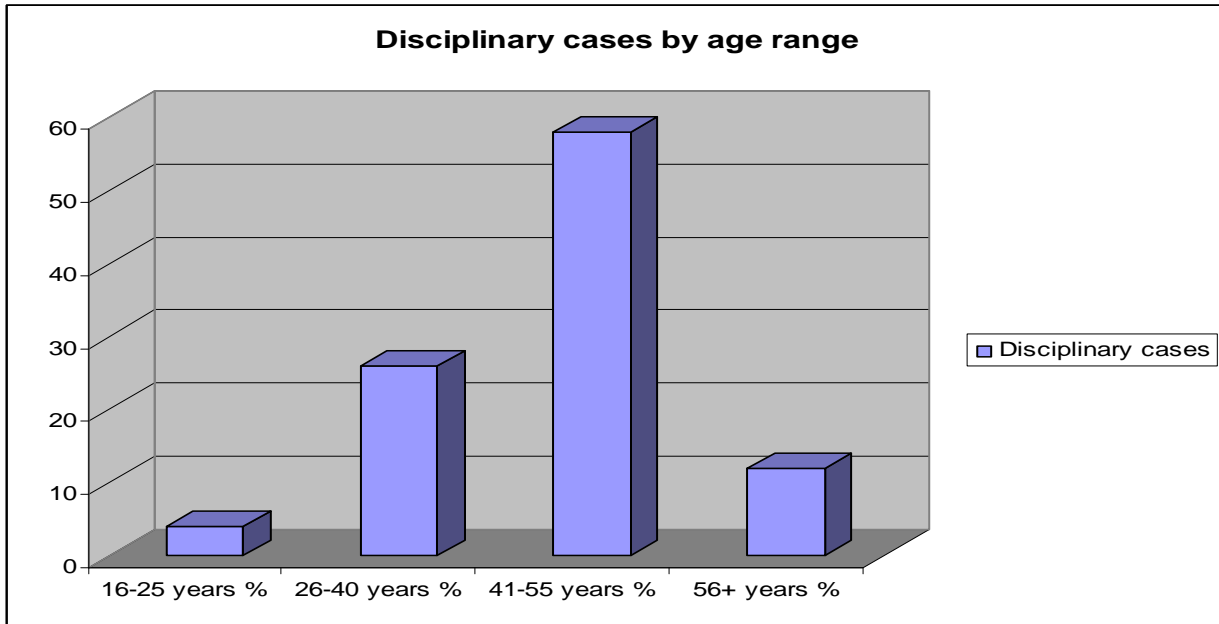
Top 5% of Earners by Age Range and Gender for Each Directorate and Council Total

Top 5% of earners by age range and gender



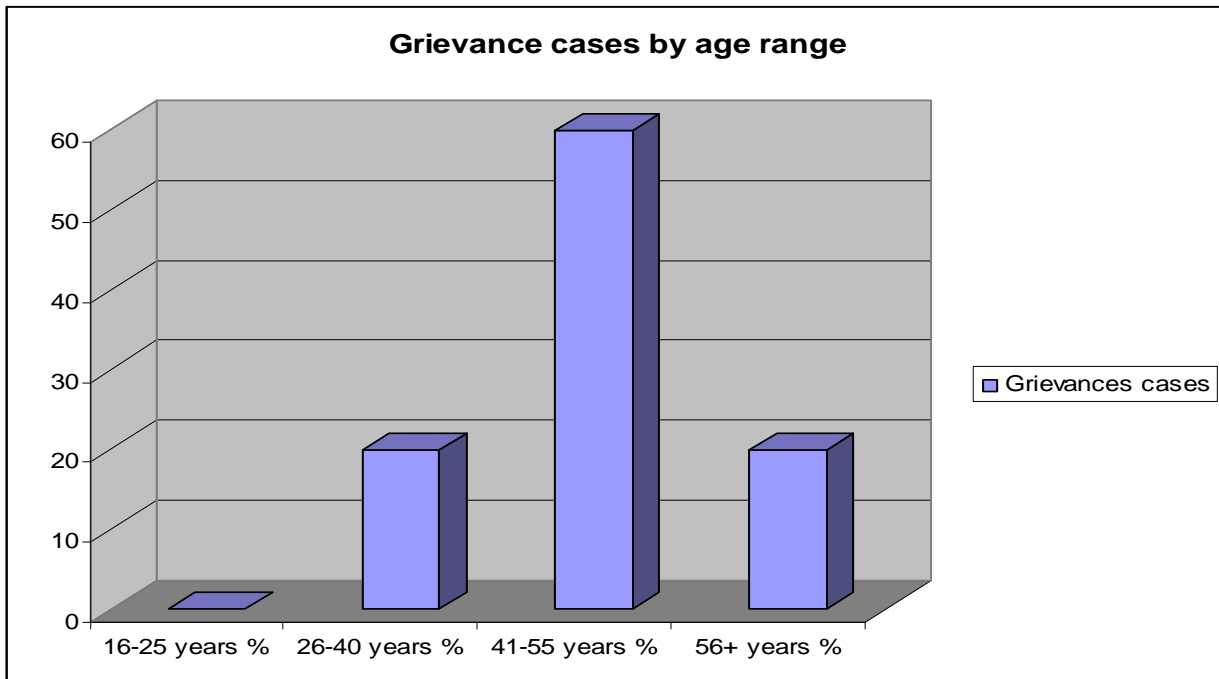
	Female			Male		
	26 to 40 years old	41 to 55 years old	Over 55 years old	26 to 40 years old	41 to 55 years old	Over 55 years old
Children's Services	14.93%	56.72%	28.36%	9.09%	54.55%	36.36%
City Services	27.27%	63.64%	9.09%	4.00%	80.00%	16.00%
Comm & Corp Services	40.00%	60.00%	0.00%	35.00%	50.00%	15.00%
HH&AS	33.33%	41.67%	25.00%	6.67%	66.67%	26.67%
OCX	37.93%	51.72%	10.34%	7.55%	67.92%	24.53%

Disciplinary Cases by Age Range



Age	16-25 years %	26-40 years %	41-55 years %	56+ years %
Disciplinary cases	4.00	26.00	58.00	12.00

Grievance Cases by Age Range



Age	16-25 years %	26-40 years %	41-55 years %	56+ years %
Grievance cases	0.00	20.00	60.00	20.00

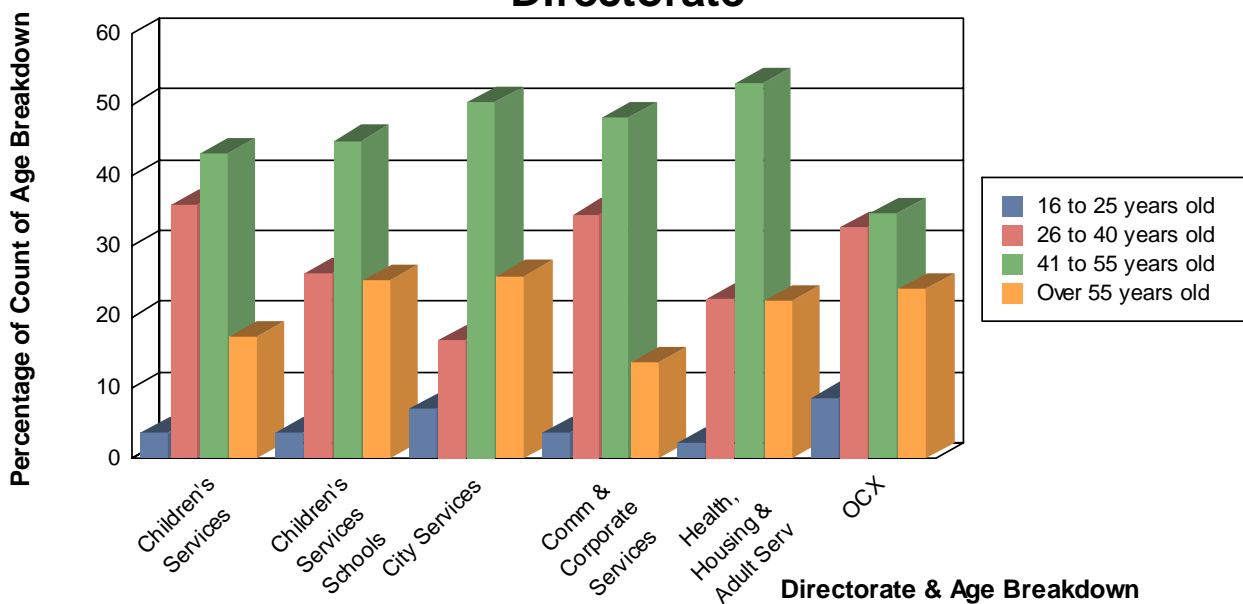
Breakdown of Leavers within the Council by Age Range

16-25 years	22.41%
26-40 years	25.72%
41-55 years	23.61%
56 plus years	28.26%

Attendance on Corporate Training Events by Age and Directorate

	Children's Services	City Services	Comm & Corporate Services	Health, Housing & Adult Services	OCX	Council Total
Age	%	%	%	%	%	%
16-25 years	3.67	7.10	3.64	2.20	8.65	5.02
26-40 years	33.04	16.73	34.55	22.52	32.69	22.32
41-55 years	43.64	50.31	48.18	52.97	34.62	49.30
56+ years	19.65	25.86	13.64	22.30	24.04	23.36

Attendance on Corporate Training Events by Age and Directorate

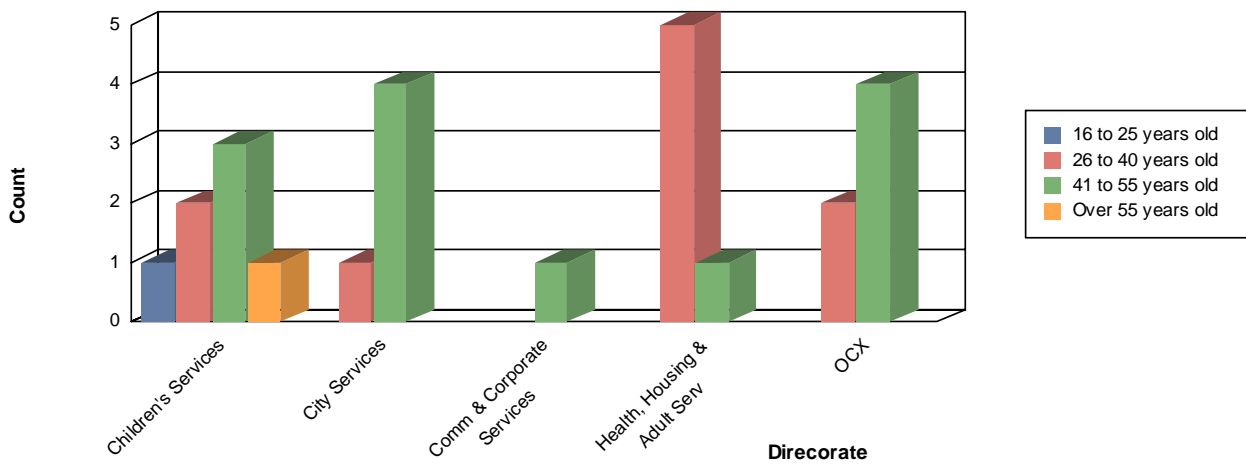


Number of Participants on Sunderland Leadership Programme by Age grouping

SLP Level 2

	Children's Services	C & CS	OCX	City Services	HHAS
16-25	1	0	0	0	0
26-40	2	0	2	1	5
41-55	3	1	4	4	1
Over 55	1	0	0	0	0

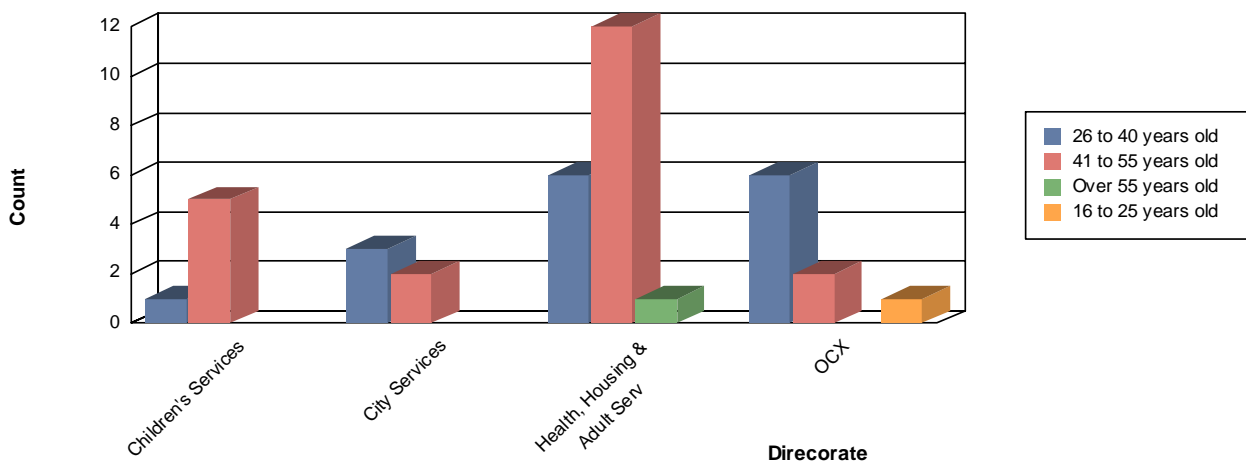
Number of Employees on SLP level 2



SLP Level 3

	Children's Services	C & CS	OCX	City Services	HHAS
16-25	0	0	1	0	0
26-40	1	0	6	3	6
41-55	5	0	2	2	12
Over 55	0	0	0	0	1

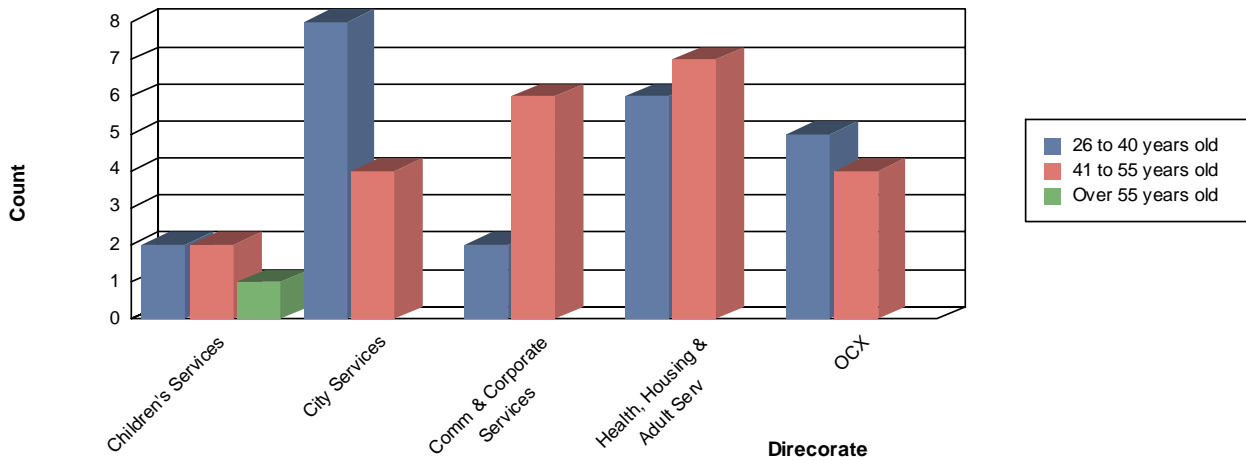
Number of Employees on SLP level 3



SLP Level 4

	Children's Services	C & CS	OCX	City Services	HHAS
16-25	0	0	0	0	0
26-40	2	2	5	8	6
41-55	2	6	4	4	7
Over 55	1	0	0	0	0

Number of Employees on SLP level 4



Recruitment by Age Range

Application Status	16-25 years	26-40 years	41-55 years	56+ years
Successful - permanent job	5.30%	31.82%	54.55%	8.33%
Successful - temporary job	25.00%	75.00%	0.00%	0.00%

Job Type Analysis by Age

	16 to 25 years old %	26 to 40 years old %	41 to 55 years old %	Over 55 years old %
Administration / Clerical	12.08	30.79	42.70	14.43
Adult Learning	5.88	26.47	44.12	23.53
Business and Customer Support	0.00	0.00	100.00	0.00
Care / Social Work	2.66	28.09	52.95	16.29
Caretaking / Cleaning	3.09	11.81	48.99	36.11
Catering	3.16	23.52	52.00	21.31
Community	0.00	39.39	54.55	6.06
Construction	95.56	2.22	2.22	0.00
Crafts	14.29	23.13	40.14	22.45
Customer Services	14.97	34.13	40.12	10.78
Economic Development / Regeneration	4.00	42.00	44.00	10.00
Enforcement and Regulations	0.00	35.42	52.08	12.50
Engineering / Technical	4.71	28.24	32.94	34.12
Environmental / Health Services	9.93	13.91	56.95	19.21
Environmental Conservation	20.00	50.00	30.00	0.00
Executives	3.57	19.64	64.29	12.50
Finance	5.56	43.65	43.92	6.88
Fundraising / Marketing / PR	16.67	33.33	25.00	25.00
Graduates Programme	50.00	50.00	0.00	0.00
Housing	7.58	36.36	43.94	12.12
Interpreter / Linguist	20.00	60.00	20.00	0.00
IT / Telecoms	2.61	37.91	52.94	6.54
Legal	2.94	38.24	55.88	2.94
Leisure / Tourism	29.95	34.89	24.73	10.44
Libraries	16.17	23.35	45.51	14.97
Museums / Arts	10.00	70.00	20.00	0.00
Occupational Health	0.00	8.33	83.33	8.33
Other	1.41	30.99	56.34	11.27
Personnel / Human Resource	1.87	48.60	42.06	7.48
Planning	7.02	61.40	21.05	10.53
Policy	6.06	46.97	39.39	7.58
Political	9.52	47.62	33.33	9.52
Port Operatives	0.00	9.76	65.85	24.39
Procurement	0.00	52.78	41.67	5.56
Project Management	4.76	47.62	28.57	19.05
Property Management	1.61	32.26	37.10	29.03
School Technician	10.26	23.08	45.30	21.37
Security	0.00	42.50	35.00	22.50
Teaching	6.06	41.41	36.10	16.42
Teaching Assistant	11.97	31.20	44.67	12.15
Total	7.98	31.20	43.99	16.83
Trading Standards	0.00	0.00	80.00	20.00
Transport and Traffic	2.34	16.96	32.75	47.95
Waste Management	2.29	16.57	58.86	22.29
Youth Work	14.85	20.79	43.56	20.79

Age Equality - What Do We Know?

It can be seen that 60.82% of Council employees are aged over 41 years. 7.98% of Council employees are aged 16-25 and this is similar to the figure nationally where 7% of local government employees are under the age of 25. The national economy average is 15%³ and 14% of Sunderland's population is aged between 15-24 years. However, it is also predicted that the number of people between 16 and 24 will fall from 6.9million in 2005 to 6.6million in 2020, a 4.9% decrease.

As expected, as employees develop and gain experience, 60.00% of the Council's top 5% of earners are aged 41-55 years. This is fairly consistent across Directorates.

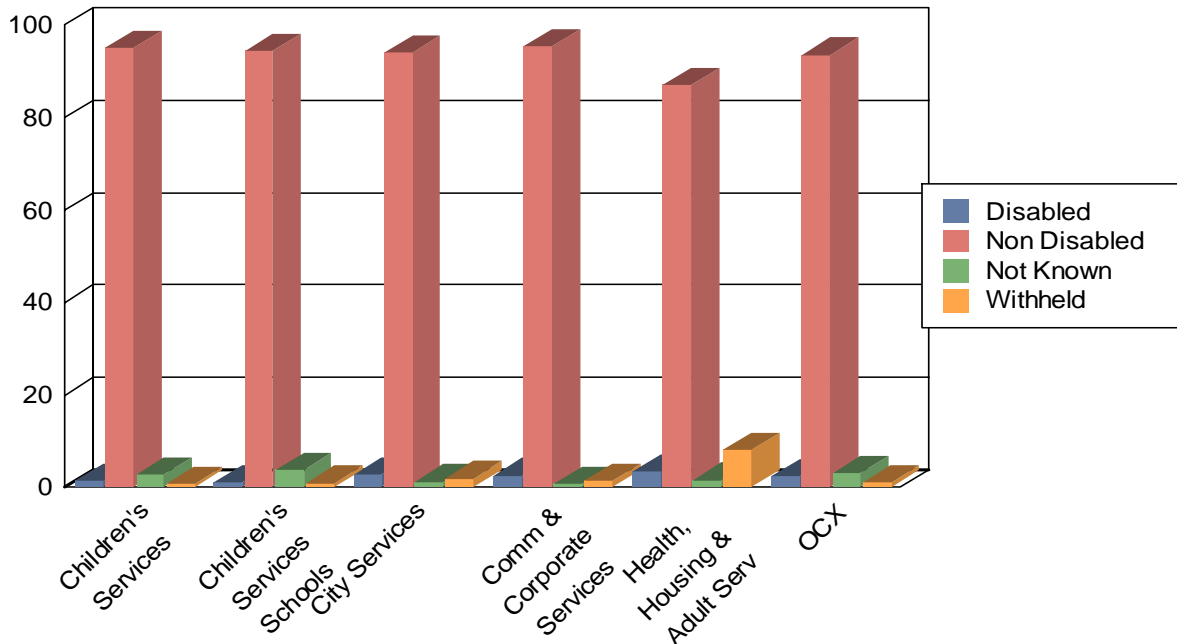
The Council needs a diverse mix of ages to realise business benefits and to plan for our managers of the future, and to advance equality of opportunity. We are continuing to develop an improved, co-ordinated approach to apprenticeships and work placements across the Council. This is to ensure that our programmes attract a diverse mix of individuals reflective of the community.

There are health and wellness strategies in place to promote and enable healthy ageing within the City. As the majority of our employees are from the Sunderland area it is recognised that it is beneficial to support these aims in our employment practices. We have an attendance management and wellness project within the Council. We have flexible working practices in place, which we are continuing to embed and improve. We have an appraisal process in place, and are committed to ensure that our employees receive the development opportunities that they require to perform their job role. We have also introduced a flexible retirement option to enable employees to reduce their hours prior to retirement in line with changing pension rules.

Section 4 - Disability Equality

Please see the following graphs and tables showing statistics relating to disability equality.

Profile of Disability Status within the Council 2010/11



	2009/2010 %				2010/11 %			
	No	Not known	With held	Yes	No	Not Known	With held	Yes
Children's Services	93.91	3.80	0.99	1.29	94.51	3.47	0.87	1.15
City Services	93.17	2.04	2.18	2.61	94.06	1.22	1.90	2.82
Comm & Corp Serv	N/A	N/A	N/A	N/A	95.28	0.79	1.38	2.55
Health, Housing and Adult Services	86.74	1.61	8.16	3.49	86.93	1.58	8.17	3.32
OCX	94.28	1.95	1.26	2.51	93.56	2.98	1.07	2.38
Total	92.96	2.81	2.20	2.03	93.32	2.61	2.14	1.93

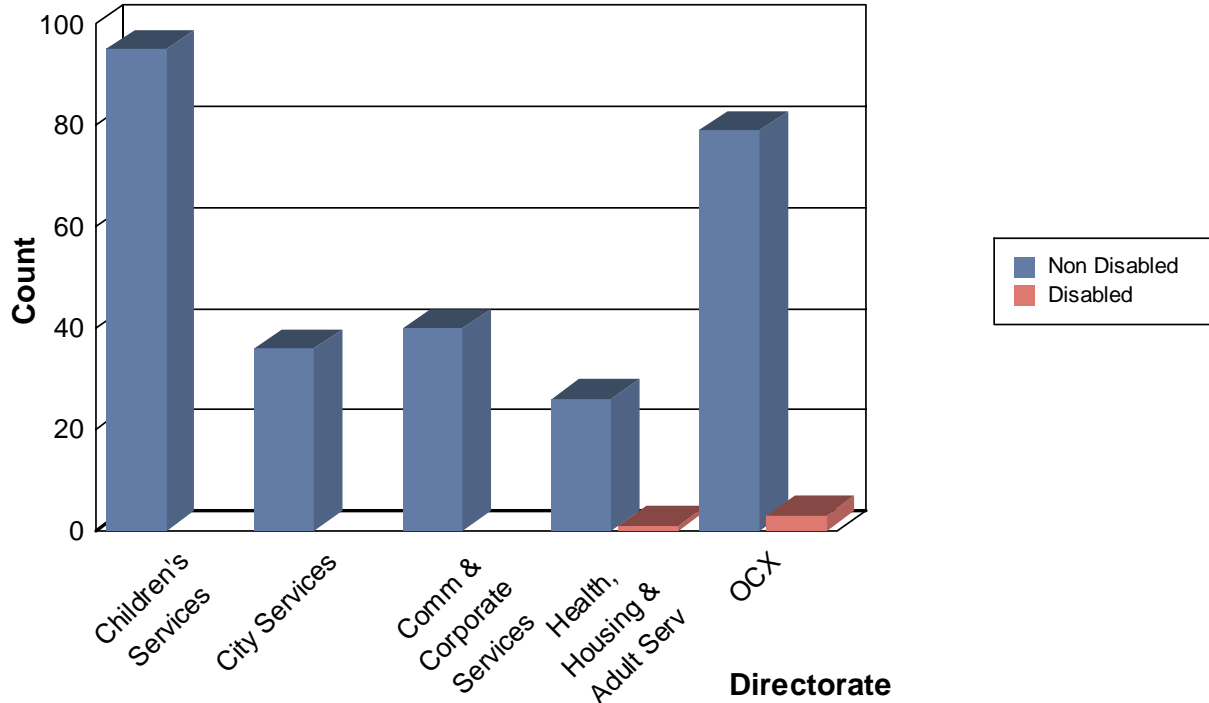
Best Value Performance Indicators relating to disability

Best Value Performance Indicators	2008/2009 %	2009/2010 %	2010/11 %
% of the senior managers who have a disability	1.87	1.79	1.44
% of the workforce that is disabled	2.46	2.12	1.97

(Should we delete the above table because this BVPI no longer exists?)

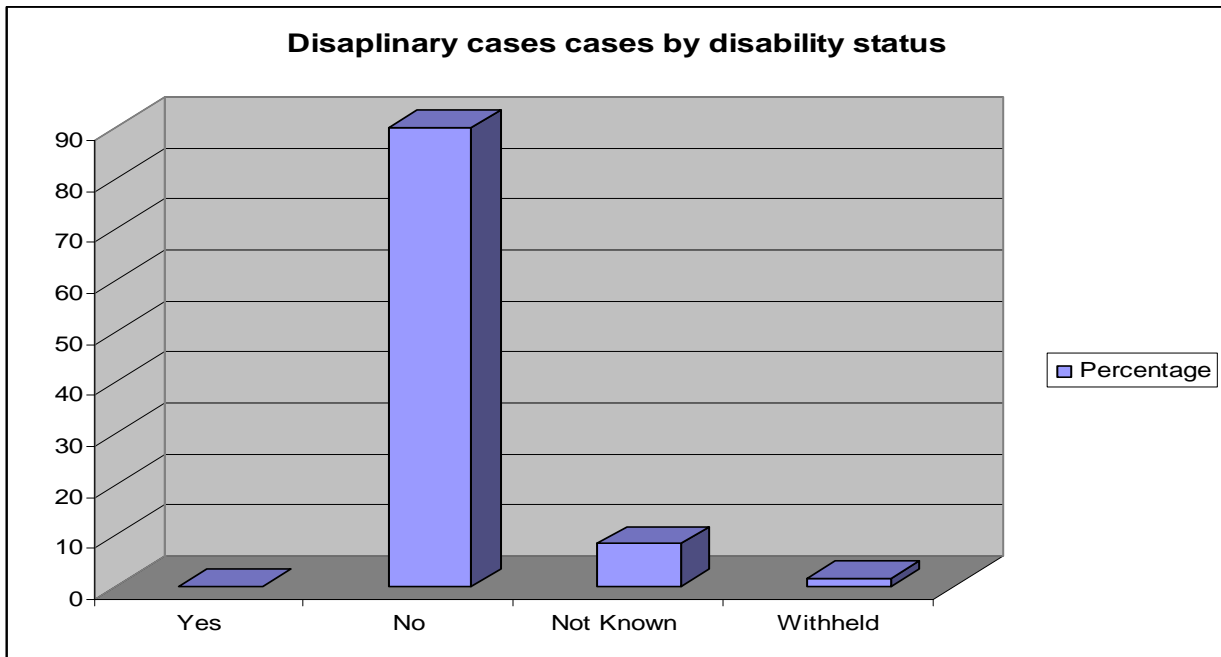
Top 5% of Earners by Disability and Directorate

Top 5% of Earners by Disability and Directorate



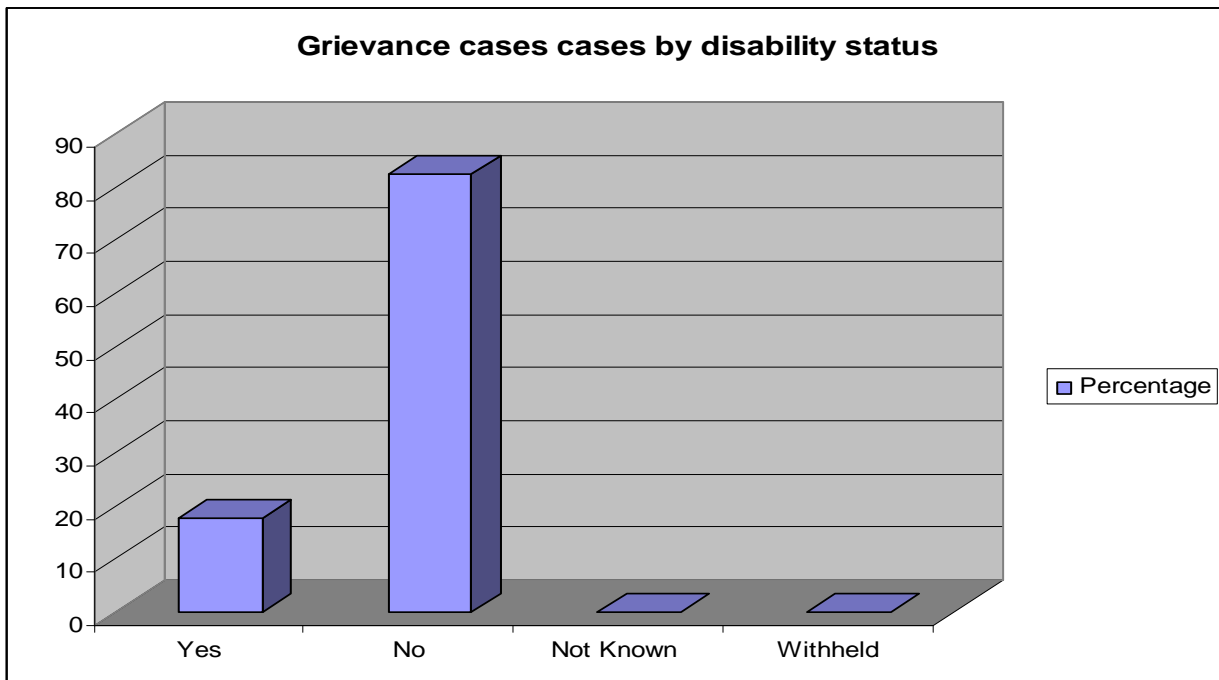
Directorate	No	Not Known	Withheld	Yes
Children's Services	100.00%	0.00%	0.00%	0.00%
Comm & Corporate Services	100.00%	0.00%	0.00%	0.00%
City Services	100.00%	0.00%	0.00%	0.00%
Health, Housing & Adult Services	96.30%	0.00%	0.00%	3.70%
OCX	96.34%	0.00%	0.00%	3.66%
Council Total	98.57%	0.00%	0.00%	1.43%

Disciplinary Cases by Disability Status



Disability	Yes %	No %	Not Known %	Withheld %
Total	0.00	90.00	8.33	1.66

Grievances Cases by Disability Status



Disability	Yes %	No %	Not Known %	Withheld %
Total	17.65	82.35	0.00	0.00

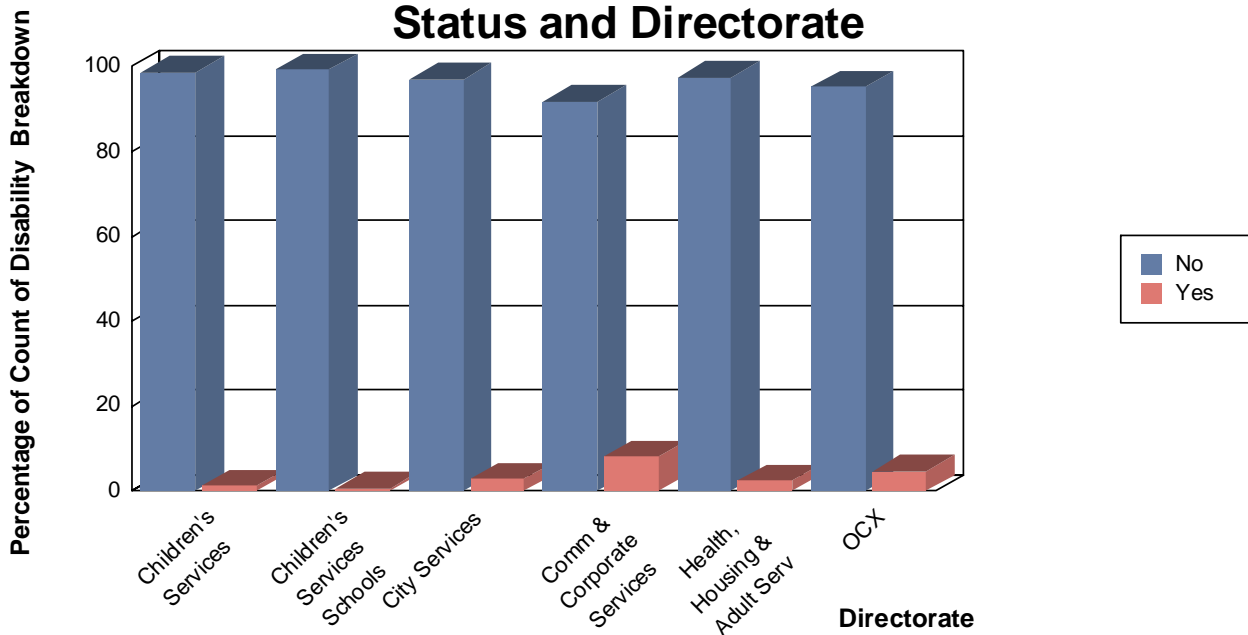
Breakdown of Leavers within the Council by Disability Status

No	92.81%
Not Known	3.95%
Withheld	1.41%
Yes	1.83%

Attendance on Corporate Training Events by Disability Status and Directorate

	Children's Services	City Services	Comm & Corporate Services	Health, Housing & Adult Services	OCX	Council Total
Disability Status	%	%	%	%	%	%
Yes	1.14	2.93	8.19	2.51	4.81	2.51
No	98.86	97.07	91.81	97.49	95.19	97.49

Attendance on Corporate Training Events by Disability Status and Directorate

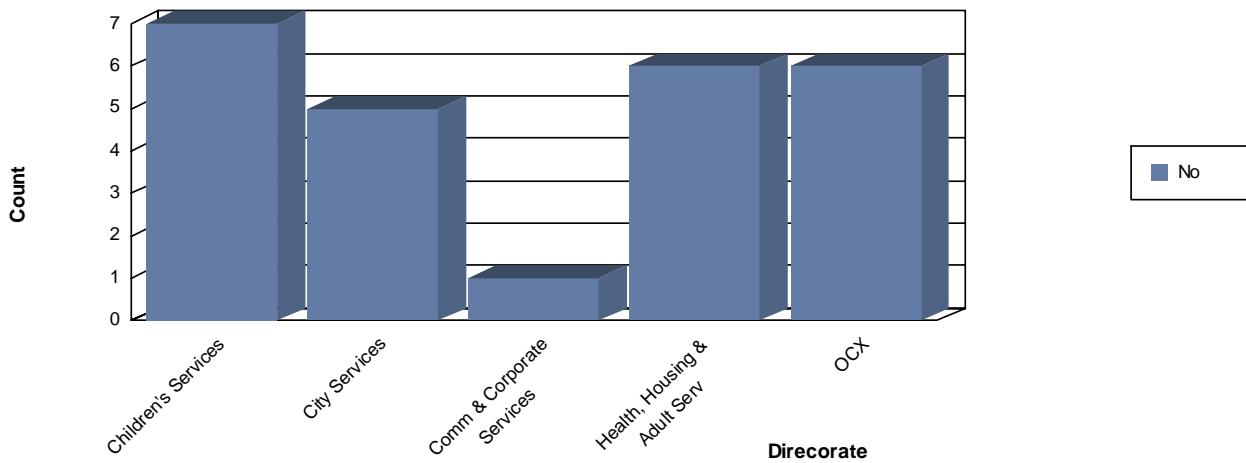


Number of Participants on Sunderland Leadership Programme by Disability Status

SLP Level 2

	Children's Services	C & CS	OCX	City Services	HHAS
Yes	0	0	0	0	0
No	7	1	6	5	6
Not Known	0	0	0	0	0

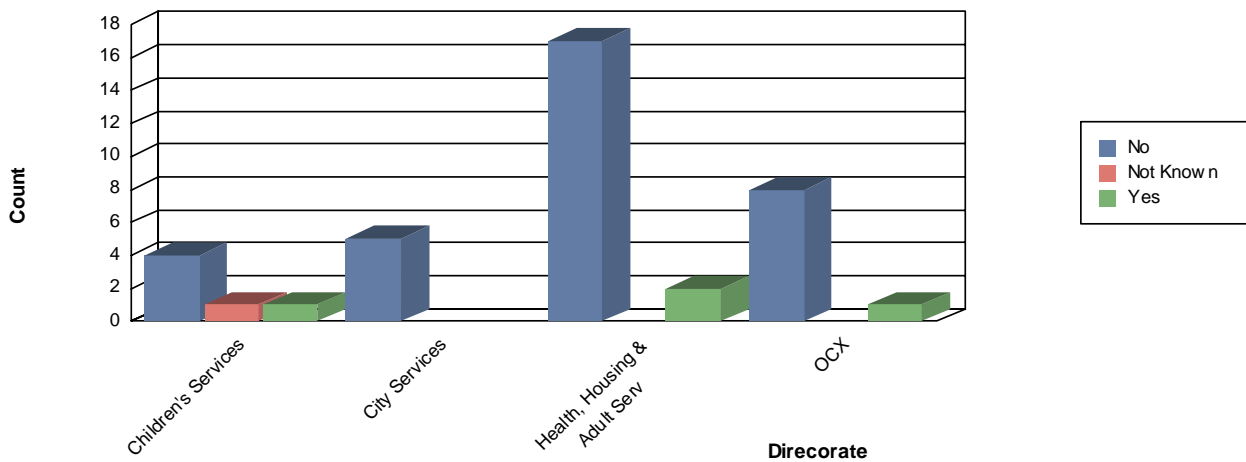
Number of Employees on SLP level 2



SLP Level 3

	Children's Services	C & CS	OCX	City Services	HHAS
Yes	1	0	1	0	2
No	4	0	8	5	17
Not Known	1	0	0	0	0

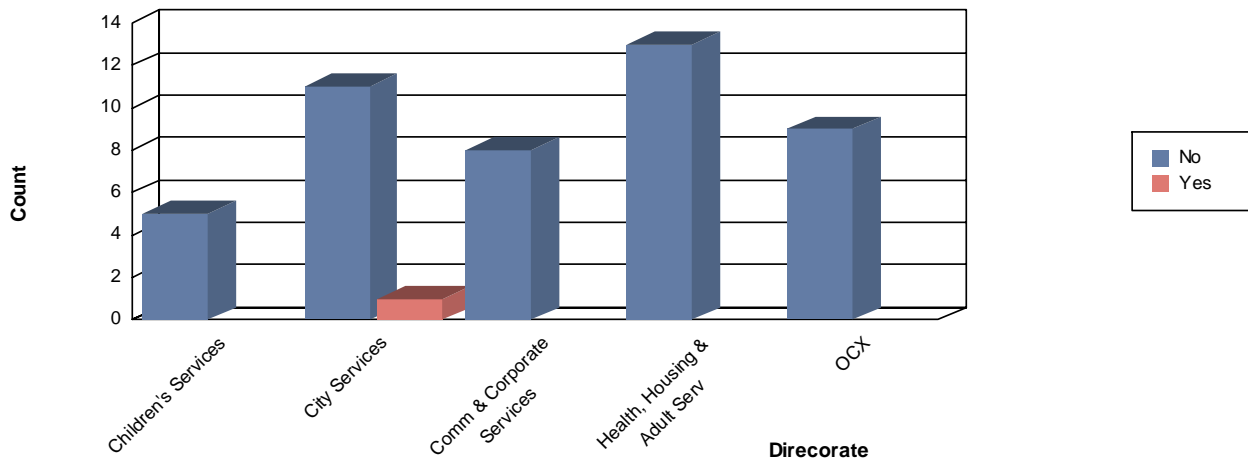
Number of Employees on SLP level 3



SLP Level 4

	Children's Services	C & CS	OCX	City Services	HHAS
Yes	0	0	0	1	0
No	5	8	9	11	13
Not Known	0	0	0	0	0

Number of Employees on SLP level 4



Recruitment Analysis by Disability Status

Application Status	Yes %	No %	Not Known %	Withheld %
Successful - permanent job	7.58	87.88	4.55	0.00
Successful - temporary job	0.00	100.00	0.00	0.00

Job Type Analysis by Disability

	Disabled %	Non Disabled %	Not Known %	Withheld %
Administration / Clerical	1.55	94.66	2.46	1.34
Adult Learning	11.76	79.41	5.88	2.94
Business and Customer Support	0.00	100.00	0.00	0.00
Care / Social Work	2.35	88.62	2.14	6.89
Caretaking / Cleaning	1.74	94.09	2.95	1.21
Catering	0.74	94.83	2.74	1.69
Community	3.03	90.91	3.03	3.03
Construction	0.00	100.00	0.00	0.00
Crafts	6.12	87.76	3.40	2.72
Customer Services	2.99	93.41	1.20	2.40
Economic Development / Regeneration	2.00	98.00	0.00	0.00
Enforcement and Regulations	8.33	87.50	0.00	4.17
Engineering / Technical	8.24	87.06	2.35	2.35
Environmental / Health Services	6.62	86.09	0.00	7.28
Environmental Conservation	0.00	100.00	0.00	0.00
Executives	0.00	96.43	3.57	0.00
Finance	2.38	95.77	0.26	1.59
Fundraising / Marketing / PR	0.00	100.00	0.00	0.00
Graduates Programme	0.00	100.00	0.00	0.00
Housing	4.55	87.88	3.03	4.55
Interpreter / Linguist	0.00	100.00	0.00	0.00
IT / Telecoms	2.61	93.46	3.27	0.65
Legal	5.88	94.12	0.00	0.00
Leisure / Tourism	1.37	95.05	1.65	1.92
Libraries	4.79	93.41	0.60	1.20
Museums / Arts	0.00	100.00	0.00	0.00
Occupational Health	0.00	100.00	0.00	0.00
Others	2.82	95.77	0.00	1.41
Personnel / Human Resource	3.74	96.26	0.00	0.00
Planning	0.00	98.25	0.00	1.75
Policy	1.52	95.45	1.52	1.52
Political	0.00	100.00	0.00	0.00
Port Operatives	2.44	95.12	2.44	0.00
Procurement	2.78	91.67	0.00	5.56
Project Management	0.00	90.48	9.52	0.00
Property Management	3.23	96.77	0.00	0.00
School Technician	0.85	94.02	3.42	1.71
Security	2.50	90.00	0.00	7.50
Teaching	1.20	94.69	3.40	0.71

Teaching Assistant	1.21	93.84	4.09	0.86
Total	1.93	93.32	2.61	2.14
Trading Standards	0.00	100.00	0.00	0.00
Transport and Traffic	3.51	94.15	0.58	1.75
Waste Management	5.71	91.43	0.00	2.86
Youth Work	2.97	91.09	4.95	0.99

Disability Equality - What Do We Know?

The average health of local people is not as good as the national average. 10% of the population is permanently sick or disabled. We also know that the City has a higher than average percentage of people living with limiting long term illness, i.e. 24%, compared to 22.7% for the North East, and a national average of 18%.

There are many programmes to make Sunderland a healthy City. The focus of the priority in the Sunderland Strategy under healthy living is to:

“Create a city where everyone can be supported to make healthy life and lifestyle choices - a city that provides excellent health and social care services for all who need them. Everyone in Sunderland will have the opportunity to live long, healthy, happy and independent lives”.

1.93% of the workforce in 2010/2011 has informed the Council that they consider that they have a disability. This is compared against a regional local government workforce figure of 2.31% (2002-2003)⁴ who consider that they have a disability. The top 5% of earners within the Council who have a disability is 1.43%.

It can be seen that in 2010/2011 4.75%% of our workforce has not declared or have withheld their disability status. We should work to understand why employees have chosen to not declare or have withheld this information.

As mentioned previously, the Council has introduced a new operating model, the Sunderland Way of Working (SWOW), which has had an impact upon the Council's recruitment and retention strategies. As future vacancies and job moves continue to arise as part of the SWOW, we need to have processes in place to ensure that we are reaching and supporting a broad range of suitable individuals, including those with a disability.

The Disability Two Tick symbol is displayed on the Council's job advertisements. It raises awareness of our commitment. In 2008 the Council was successfully re-assessed against the symbol by Jobcentre plus.

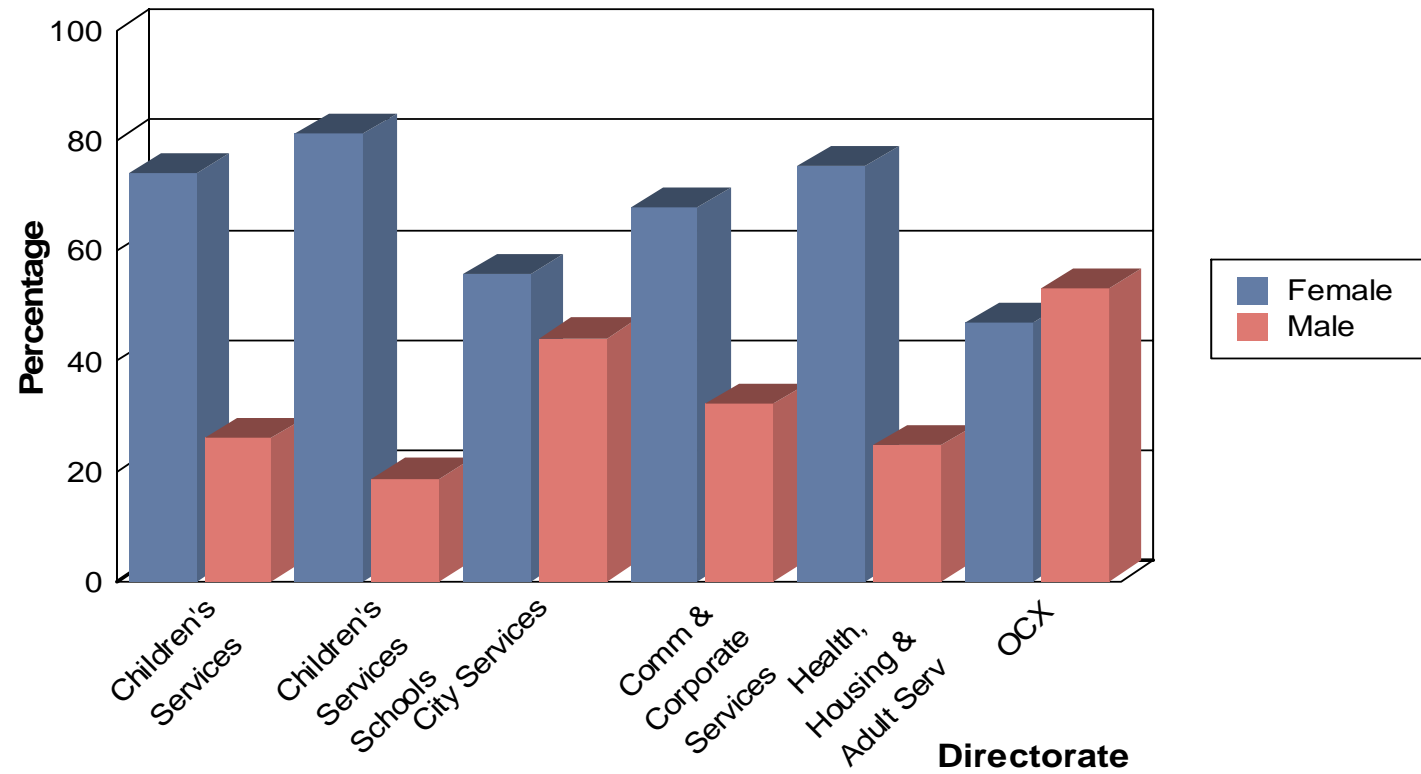
The help to advance equality of opportunity, the Council decided to continue to be involved in the Sunderland disability placements scheme, which is co-ordinated by the City Hospital. This scheme aims to offer young people with a learning or physical disability the chance to complete a work placement. Work placements can prove vital in helping the development of people with disabilities. In addition, employees working alongside those on placements learn a lot about people with disabilities, helping to break down barriers. During the period January 2010 to December 2010 the Council, working in partnership with other local organisations, offered 6 placements for young people with disabilities. The Council is hoping to offer up to 20 placements in 2011.

Mindful Employer was launched in 2004 and the Council has signed the Charter for Employers who are Positive About Mental Health. By signing the Charter it is a tangible display of the Council's commitment to improving the working lives of our employees. The Charter is about working towards the principles of it and a willingness to work towards better practice.

Section 5 - Gender Equality

Please see the following graphs and tables showing statistics relating to gender equality.

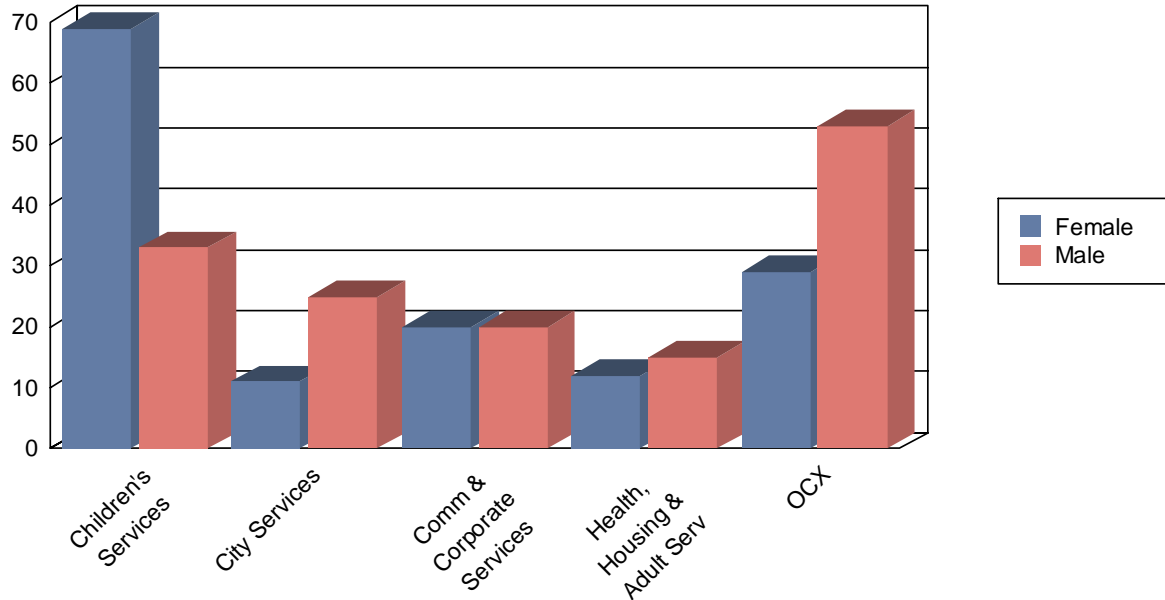
Gender Analysis by Directorate 2010/11



	2008 / 2009		2009 / 2010		2010 / 2011	
	Female %	Male %	Female %	Male %	Female %	Male %
Directorate						
Children's Services	78.72	21.28	79.16	20.84	79.71	20.29
City Services	59.04	40.96	56.59	43.41	55.78	44.22
Comm & Corporate Services	N/A	N/A	N/A	N/A	67.78	32.22
Health, Housing and Adult Services	75.66	24.34	75.36	24.64	75.38	24.62
OCX	52.59	47.41	51.87	48.13	46.84	53.16
Council Total	71.60	28.40	71.20	28.80	71.68	28.32

Top 5% of Earners that are Female

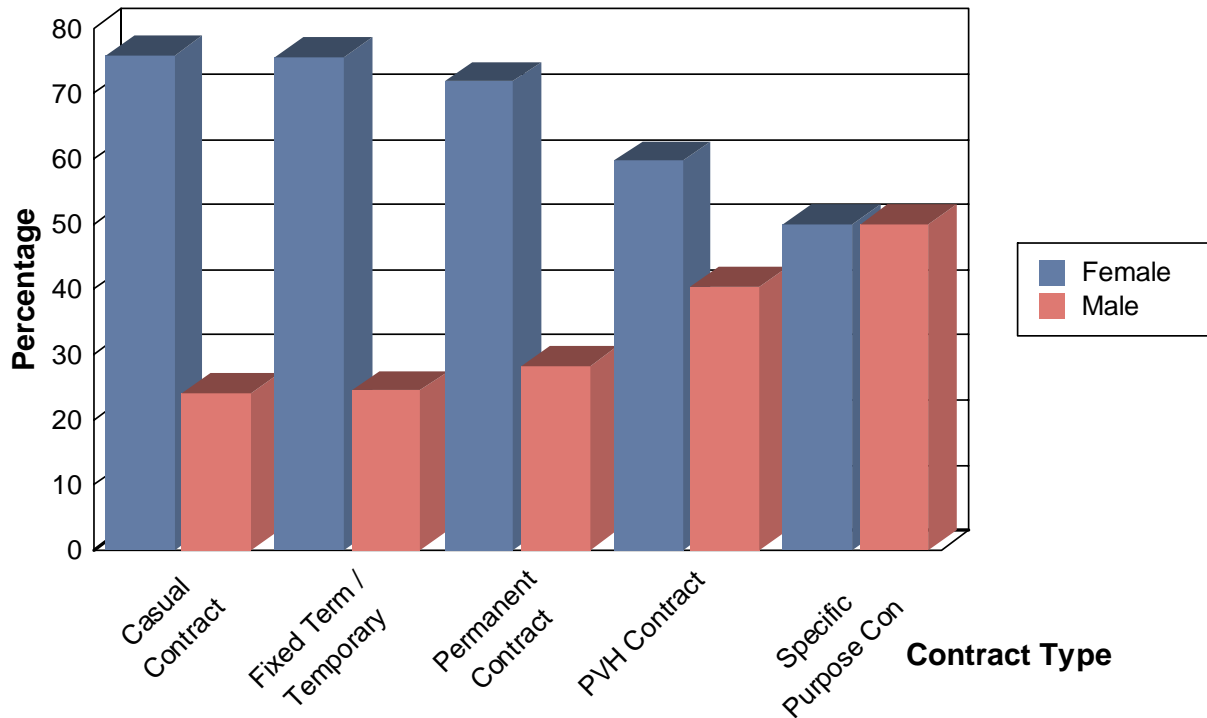
Top 5% of Earners that are Female



Directorate	%
Children's Services	67.22
City Services	30.55
Comm & Corporate Services	49.82
Health, Housing and Adult Services	44.34
OCX	34.99
Council Total	49.38

Type of Contract by Gender

Type of Contract by Gender

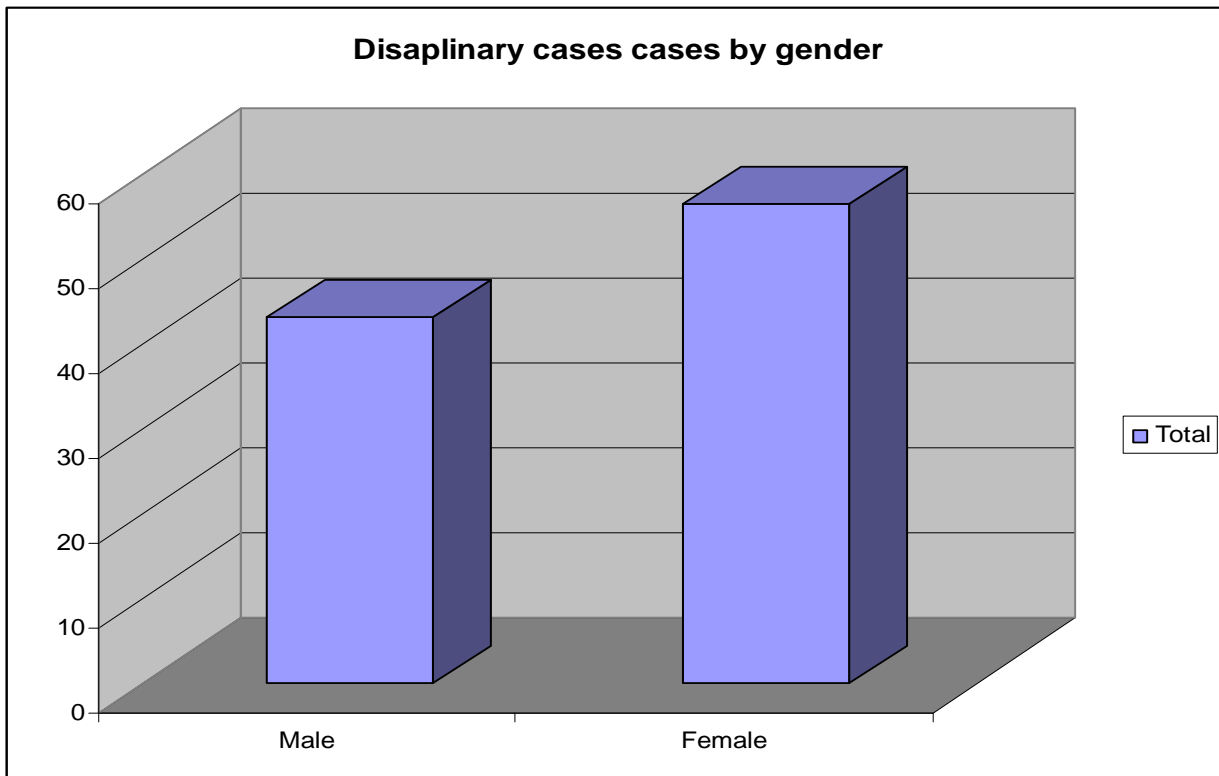


Contract Type	Female %	Male %
Permanent	71.79%	28.21%
Casual	75.88%	24.12%
PVH	59.66%	40.34%
Fixed term/Temporary	75.54%	24.46%
Specific Purpose Contract	50%	50%
Council Overall	71.68%	28.32%

Breakdown of Leavers within the Council by Gender

Female	69.13%
Male	30.87%

Disciplinary Cases by Gender



Gender	Male	Female
Total	43.3	56.6

Grievances Cases by Gender



Gender	Male %	Female %
Total	21.74	78.26

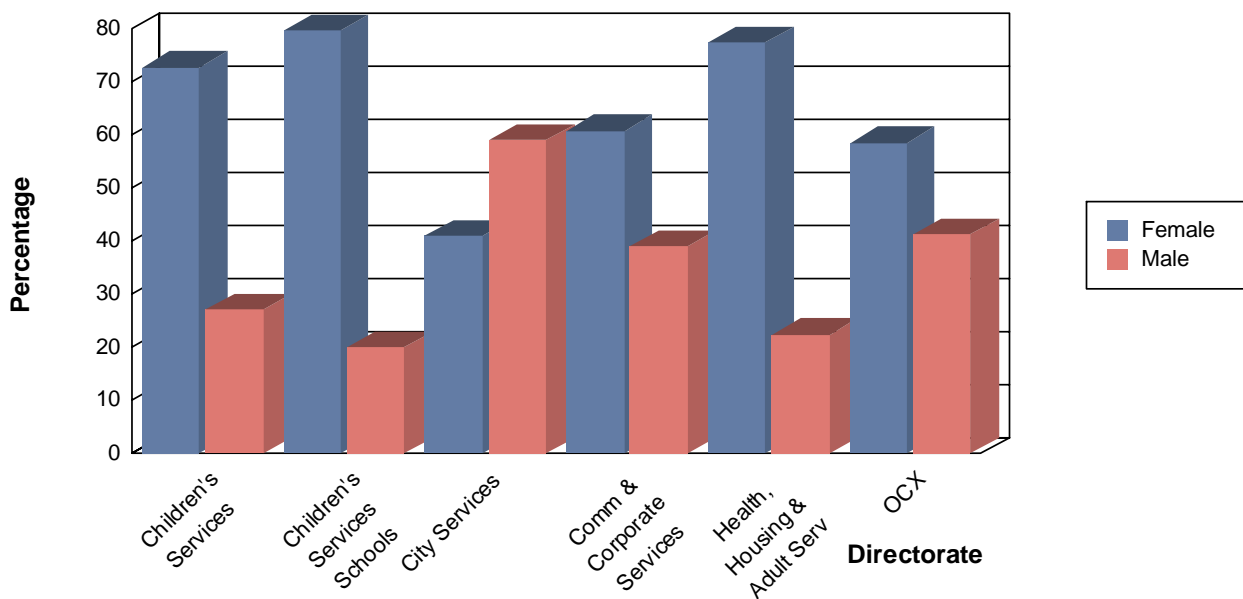
Recruitment Analysis by Gender

Application Status	Male %	Female %
Successful - permanent job	38.64	61.36
Successful - temporary job	75.00	25.00

Attendance on Corporate Training Events by Gender

Contract Type	Female %	Male %
Children's Services	74.87	25.13
City Services	40.96	59.04
Comm & Corporate Services	60.91	39.09
HH&AS	77.48	22.52
OCX	58.65	41.35
Council Overall	58.60	41.40

Attendance by Corporate Training Events by Gender

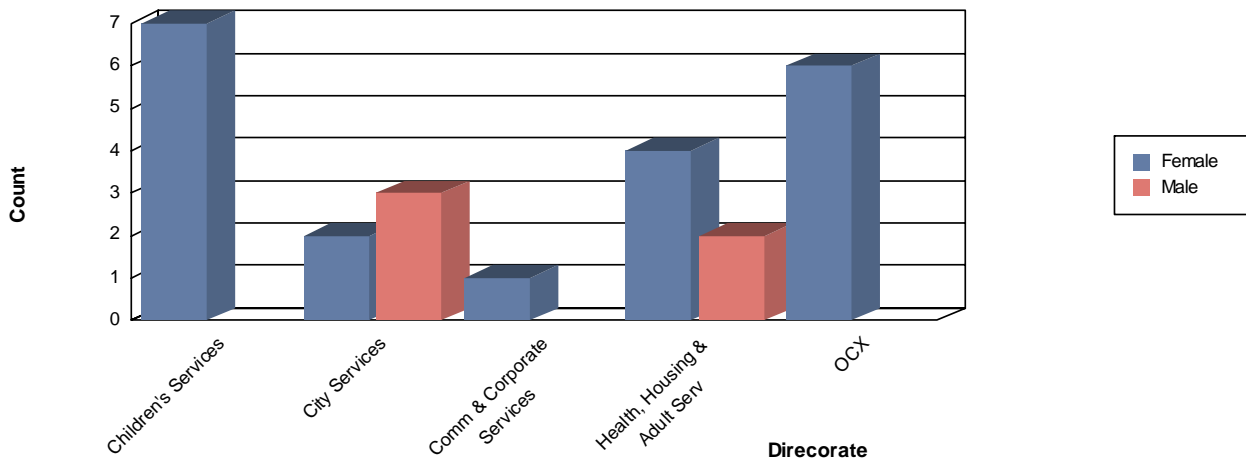


Number of Participants on Sunderland Leadership Programme by Gender

SLP Level 2

	Children's Services	C & CS	OCX	City Services	HHAS
Male	0	0	0	3	2
Female	7	1	6	2	4

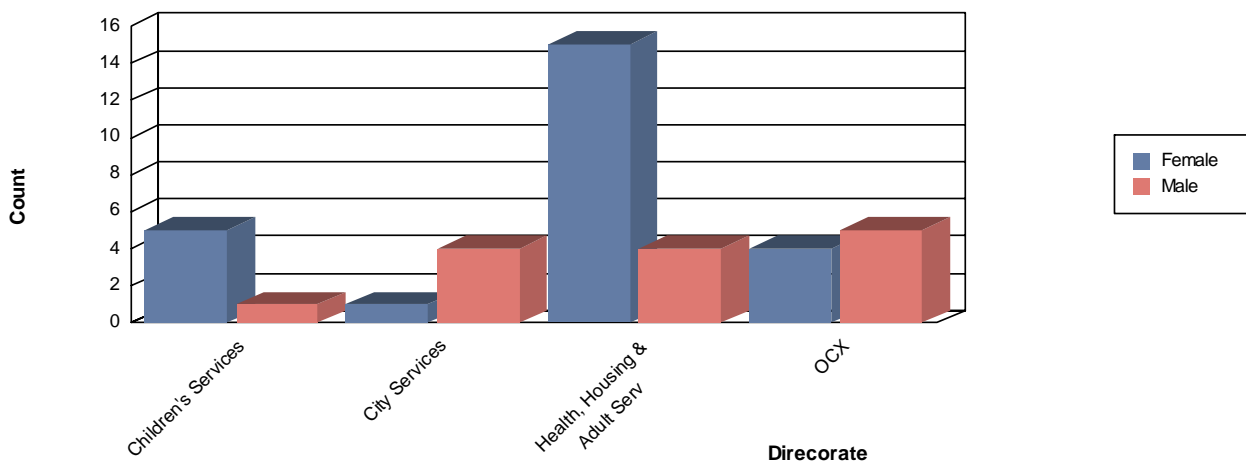
Number of Employees on SLP level 2



SLP Level 3

	Children's Services	C & CS	OCX	City Services	HHAS
Male	1	0	5	4	4
Female	5	0	4	1	15

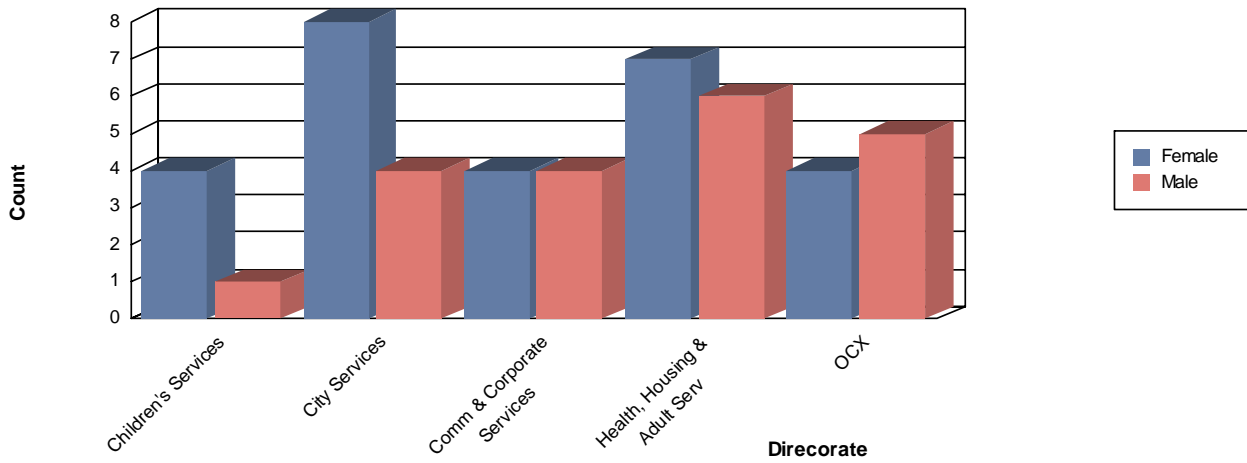
Number of Employees on SLP level 3



SLP Level 4

	Children's Services	C & CS	OCX	City Services	HHAS
Male	1	4	5	4	6
Female	4	4	4	8	7

Number of Employees on SLP level 4



Gender Analysis by Job Type

	Female	Male	Total
Administration / Clerical	1,494	377	1,871
Adult Learning	21	13	34
Business and Customer Support	2	0	2
Care / Social Work	1,446	469	1,915
Caretaking / Cleaning	539	206	745
Catering	910	38	948
Community	21	12	33
Construction	12	33	45
Crafts	0	147	147
Customer Services	130	37	167
Economic Development / Regeneration	34	16	50
Enforcement and Regulations	8	40	48
Engineering / Technical	16	69	85
Environmental / Health Services	7	144	151
Environmental Conservation	1	9	10
Executives	21	35	56
Finance	254	124	378
Fundraising / Marketing / PR	8	4	12
Graduates Programme	2	0	2
Housing	40	26	66
Interpreter / Linguist	4	1	5
IT / Telecoms	42	111	153
Legal	27	7	34
Leisure / Tourism	149	215	364
Libraries	126	41	167
Museums / Arts	14	6	20
Occupational Health	9	3	12
Other	17	54	71
Personnel / Human Resource	74	33	107
Planning	21	36	57
Policy	44	22	66
Political	14	7	21
Port Operatives	2	39	41
Procurement	24	12	36
Project Management	12	9	21
Property Management	11	51	62
School Technician	45	72	117
Security	13	27	40
Teaching	1,995	678	2,673
Teaching Assistant	1,602	135	1,737
Trading Standards	1	4	5
Transport and Traffic	62	109	171
Waste Management	1	174	175
Youth Work	59	42	101
Total	9,334	3,687	13,021

Gender Equality - What Do We Know?

Across the Council we employ a higher proportion of women (71.68%), although there are variations by Directorate.

Directorate	2010 / 2011	
	Female %	Male %
Children's Services	79.71	20.29
City Services	55.78	44.22
Comm & Corporate Services	67.78	32.22
Health, Housing and Adult Services	75.38	24.62
OCX	46.84	53.16
Council Total	71.68	28.32

The above profile is typical within local government where nationally almost 75% of employees are women.

An area the Council will continue to take action to improve is the number of women in senior management positions. It is noted that whilst the majority of our employees are female (i.e. 71.68%) only 49.38% are amongst the top 5% of earners within the Council. The Council will continue to monitor these statistics and take action, taking into consideration the following:

- External social barriers, e.g. women are still more likely to be the primary carer within the family and often want or need to balance their responsibilities.
- Cultural expectations at senior levels, e.g. timings of meetings, workloads, etc.
- The availability of flexible working arrangements at senior levels. The Council's flexible working package won the HR Excellence Award for the most effective use of flexibility in the workplace, when it was introduced within the Council. Flexible working is continuing to be embedded across the Council for both men and women.

The Council is committed to maintaining a pay and grading structure that is fair and equitable. In October 2005 the first phase of the pay and grading review was implemented covering all 7,500 "Green Book" employees graded up to Scale 3. This was achieved using job evaluation and the removal of bonus schemes. In addition, a number of compensation payments were made to large groups of predominantly female former manual employees who had not had access to bonus schemes. As part of a commitment to putting equal pay principles into practice the Council will continue to carry out regular monitoring of the impact of our pay practices. The Council remains committed to conducting a pay and grading review for the remaining "Green Book" employees (up to SCP 49) at some point in the future, but it is not considered appropriate at this time as the Council is re-structuring service delivery to meet the challenge of significant budgetary pressures.

The Sunderland Leadership Programme (SLP) is aimed at developing current and potential managers, and Level 2 in particular is aimed at potential and new managers. It is important that we monitor the various Levels of the SLP to ensure that a fair representation of the workforce is reflected. It can be seen that in line with the gender profile across the Council more women are participating in the SLP than men at each Level:

	SLP Level 2	SLP Level 3	SLP Level 4
Male	5	14	20
Female	20	25	27

We must ensure that managers of both genders are encouraged to attend this course to ensure that the Council's equality messages, which are important leadership skills, are communicated. Once on the course all participants have access to individual coaching where any specific barriers or issues can be explored.

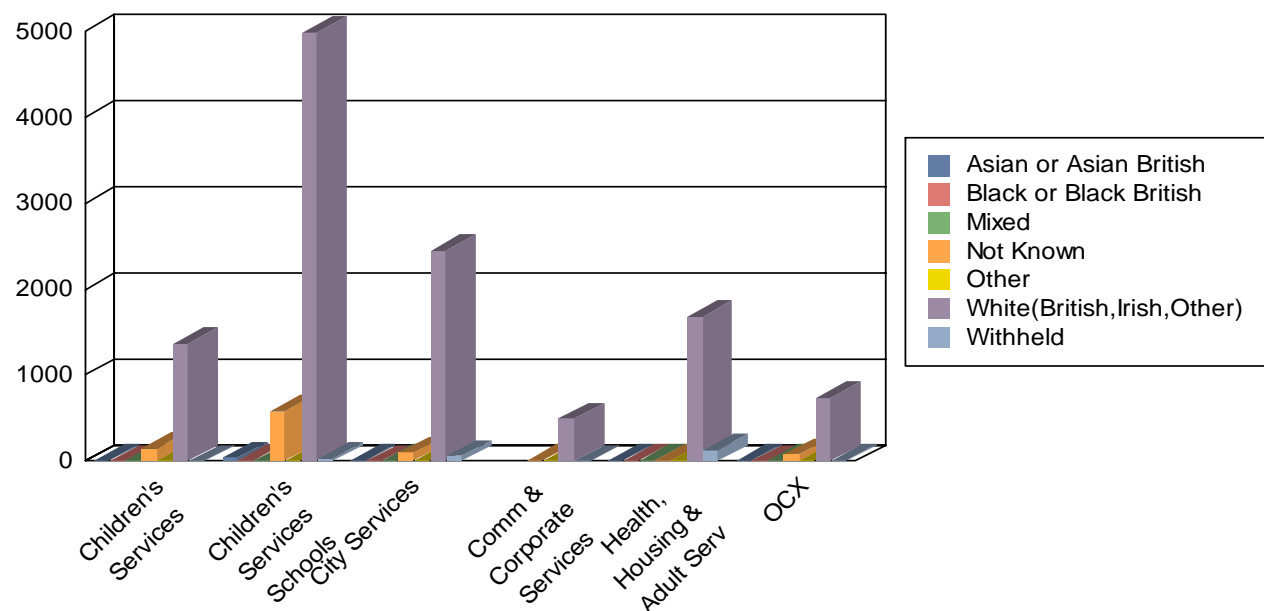
With respect to job roles, women typically tend to dominate in areas such as clerical, teaching assistant, social care and catering roles, whereas men outnumber women in other services such as craft and waste management⁵. This can also be seen in the gender analysis by job type within the Council shown above. The Council recognises the need to challenge occupational segregation, but we also recognise the regional and cultural challenges we face in this area, e.g. within Tyne and Wear 20.9% of men work in skilled trade occupations compared to 1.7% of women.

Section 6 - Race Equality

Please see the following graphs and tables showing statistics relating to race equality.

Ethnic Origin by Directorate (Percentages)

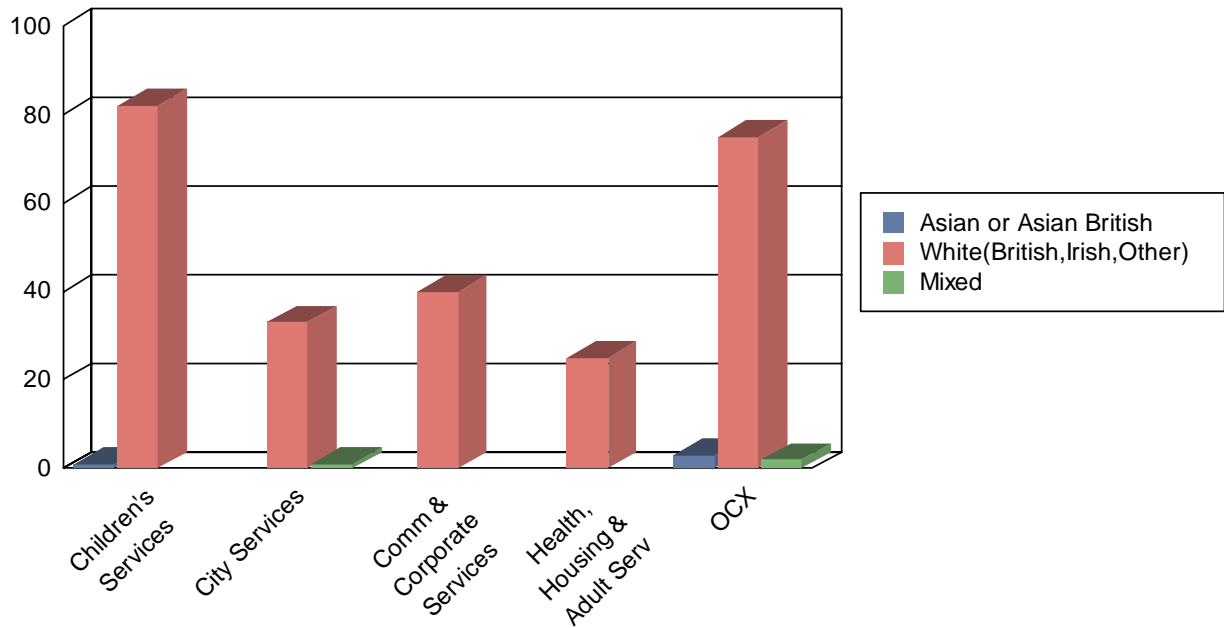
Ethnicity Origin by Directorate



	White(British,Irish,Other)%	Black or Black British	Asian or Asian British	Other	Mixed	Not Known	Withheld
Children's Services	88.18	0.10	0.65	0.37	0.11	10.14	0.44
City Services	93.15	0.11	0.19	0.42	0.30	3.61	2.21
Comm & Corporate Services	97.05	0.00	0.00	0.39	0.00	2.16	0.39
Health, Housing & Adult Services	91.61	0.44	0.33	0.22	0.33	0.33	6.75
OCX	88.20	0.12	0.72	0.48	0.48	9.42	0.60
Total	90.02	0.15	0.49	0.37	0.20	7.08	1.70

BME % of Top 5% of Earners

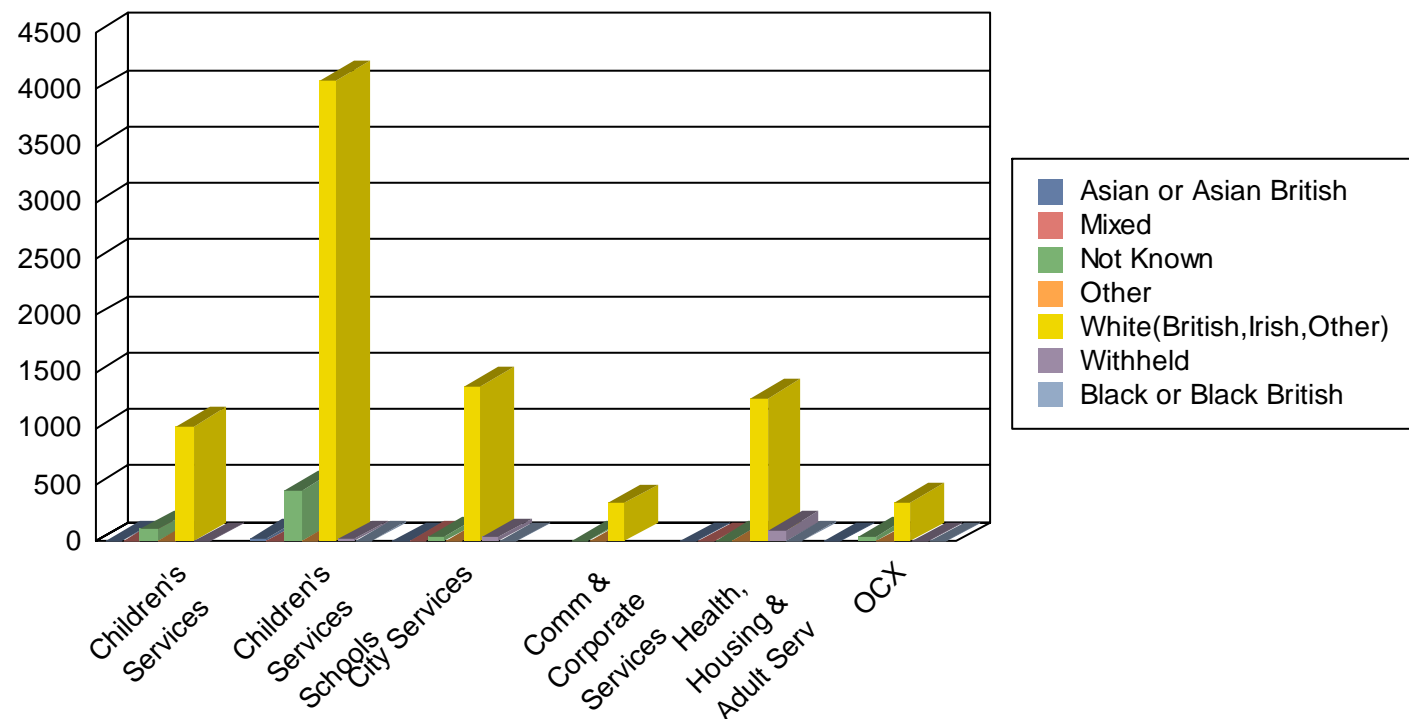
BME of Top 5% of earners



Directorate	BME % of Council Workforce	BME % of Top 5% earners
Children's Services	1.23%	1.20%
City Services	1.02%	2.94%
Comm & Corporate Services	0.39%	0.00%
Health, Housing & Adult Services	1.32%	0.00%
OCX	1.80%	6.25%
Total	1.21%	2.67%

Ethnicity Analysis by Directorate 2010/11

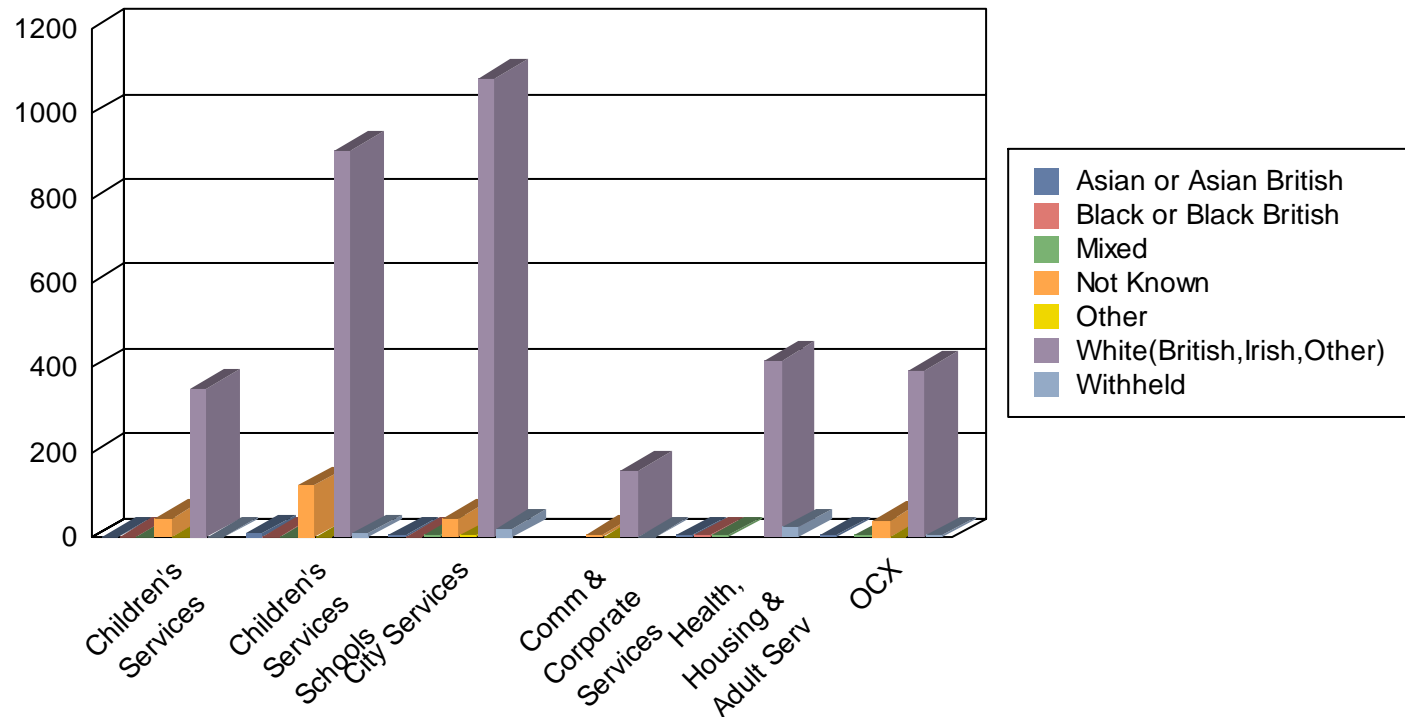
For Female



	White(British, Irish, Other)%	Black or Black British	Asian or Asian British	Other	Mixed	Not Known	Withheld
Children's Services	88.64	0.07	0.61	0.38	0.10	9.82	0.38
City Services	93.18	0.07	0.07	0.48	0.20	3.41	2.59
Comm & Corporate Services	97.97	0.00	0.00	0.29	0.00	1.74	0.00
Health, Housing & Adult Services	91.40	0.29	0.14	0.29	0.14	0.43	7.30
OCX	88.04	0.25	0.51	0.51	0.00	10.43	0.25
Total	90.08	0.11	0.43	0.39	0.12	7.15	1.74

Ethnicity Analysis by Directorate 2010/11

For Male



	White(British,Irish,Other)%	Black or Black British	Asian or Asian British	Other	Mixed	Not Known	Withheld
Children's Services	86.40	0.21	0.82	0.34	0.14	11.41	0.68
City Services	93.12	0.17	0.34	0.34	0.43	3.87	0.85
Comm & Corporate Services	95.12	0.00	0.00	0.61	0.00	3.05	1.22
Health, Housing & Adult Services	92.56	0.88	0.88	0.00	0.88	0.00	5.09
OCX	87.17	0.00	0.90	0.45	0.90	8.52	0.90
Total	89.86	0.24	0.65	0.33	0.41	6.92	1.60

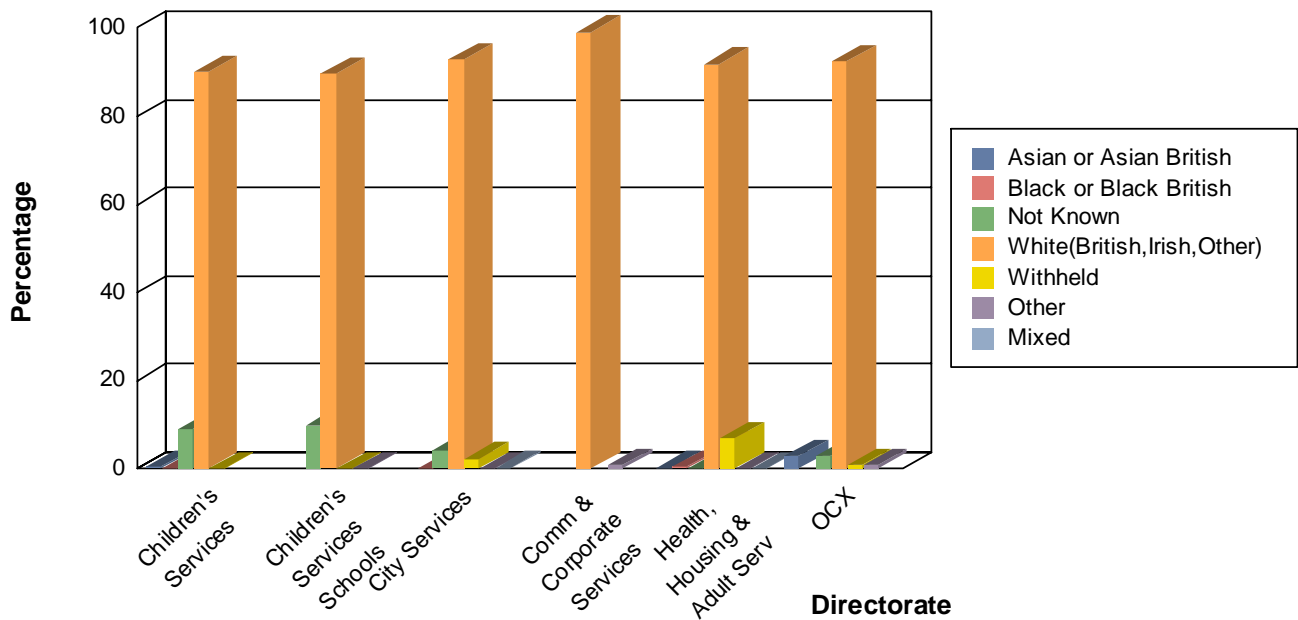
Summary of Ethnic Origin by Job Type (Percentage)

	Asian or Asian British %	Black or Black British %	Mixed %	Not Known %	Other %	White(British, Irish,Other) %	Withheld %
Administration / Clerical	0.37%	0.16%	0.32%	6.47%	0.21%	91.61%	0.86%
Adult Learning	0.00%	0.00%	0.00%	17.65%	0.00%	79.41%	2.94%
Business and Customer Support	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Care / Social Work	0.31%	0.31%	0.31%	2.40%	0.57%	90.39%	5.69%
Caretaking / Cleaning	0.00%	0.54%	0.00%	9.40%	0.40%	87.52%	2.15%
Catering	0.74%	0.11%	0.11%	6.01%	0.74%	89.35%	2.95%
Community	3.03%	0.00%	0.00%	6.06%	0.00%	90.91%	0.00%
Construction	0.00%	0.00%	0.00%	2.22%	0.00%	97.78%	0.00%
Crafts	0.00%	0.00%	0.00%	3.40%	0.00%	93.88%	2.72%
Customer Services	0.60%	0.60%	1.20%	1.80%	0.00%	94.61%	1.20%
Economic Development / Regeneration	0.00%	0.00%	0.00%	2.00%	0.00%	98.00%	0.00%
Enforcement and Regulations	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Engineering / Technical	1.18%	0.00%	1.18%	1.18%	2.35%	94.12%	0.00%
Environmental / Health Services	0.00%	0.00%	0.00%	11.92%	0.00%	87.42%	0.66%
Environmental Conservation	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Executives	3.57%	0.00%	1.79%	3.57%	0.00%	91.07%	0.00%
Finance	0.00%	0.26%	0.00%	1.32%	0.53%	97.62%	0.26%
Fundraising / Marketing / PR	0.00%	0.00%	0.00%	8.33%	0.00%	91.67%	0.00%
Graduates Programme	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Housing	0.00%	0.00%	0.00%	3.03%	0.00%	93.94%	3.03%
Interpreter / Linguist	20.00%	0.00%	20.00%	40.00%	0.00%	20.00%	0.00%
IT / Telecoms	0.65%	0.00%	0.65%	6.54%	0.65%	91.50%	0.00%
Legal	0.00%	0.00%	0.00%	2.94%	2.94%	94.12%	0.00%
Leisure / Tourism	0.27%	0.00%	0.55%	5.77%	0.00%	90.66%	2.75%
Libraries	0.00%	0.00%	0.00%	0.60%	0.00%	98.80%	0.60%
Museums / Arts	0.00%	0.00%	0.00%	0.00%	5.00%	95.00%	0.00%
Occupational Health	8.33%	0.00%	0.00%	0.00%	0.00%	91.67%	0.00%
Other	0.00%	0.00%	1.41%	2.82%	0.00%	92.96%	2.82%
Personnel / Human Resource	0.00%	0.00%	0.00%	0.93%	1.87%	97.20%	0.00%
Planning	1.75%	0.00%	0.00%	3.51%	0.00%	94.74%	0.00%
Policy	1.52%	0.00%	0.00%	0.00%	0.00%	98.48%	0.00%
Political	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Port Operatives	0.00%	0.00%	2.44%	4.88%	0.00%	90.24%	2.44%
Procurement	0.00%	0.00%	0.00%	0.00%	0.00%	94.44%	5.56%
Project Management	0.00%	0.00%	0.00%	4.76%	0.00%	95.24%	0.00%
Property Management	1.61%	0.00%	0.00%	16.13%	0.00%	82.26%	0.00%
School Technician	0.00%	0.00%	0.00%	12.82%	0.85%	86.32%	0.00%
Security	0.00%	0.00%	2.50%	0.00%	0.00%	95.00%	2.50%
Teaching	0.67%	0.07%	0.04%	10.96%	0.30%	87.50%	0.45%
Teaching Assistant	0.69%	0.06%	0.06%	11.57%	0.23%	87.10%	0.29%
Total	0.49%	0.15%	0.20%	7.08%	0.37%	90.02%	1.70%
Trading Standards	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Transport and Traffic	0.00%	0.00%	0.00%	1.75%	0.58%	97.66%	0.00%
Waste Management	0.00%	0.00%	0.00%	1.14%	0.00%	95.43%	3.43%
Youth Work	1.98%	0.00%	0.00%	13.86%	0.00%	83.17%	0.99%

Attendance on Corporate Training Programmes by Ethnic Origin

	Children's Services	City Services	Comm & Corporate Services	HH&AS	OCX	Total
Asian or Asian British	0.31%	0.00%	0.00%	0.31%	2.88%	0.19%
Black or Black British	0.16%	0.02%	0.00%	0.44%	0.00%	0.16%
Mixed	0.00%	0.31%	0.00%	0.13%	0.00%	0.19%
Not Known	9.31%	4.35%	0.00%	0.22%	2.88%	4.30%
Other	0.05%	0.12%	0.91%	0.13%	0.96%	0.13%
White(British,Irish,Other)	89.97%	92.81%	99.09%	91.76%	92.31%	91.97%
Withheld	0.21%	2.39%	0.00%	7.01%	0.96%	3.07%

Attendance on Training Programmes by Ethnic Origin

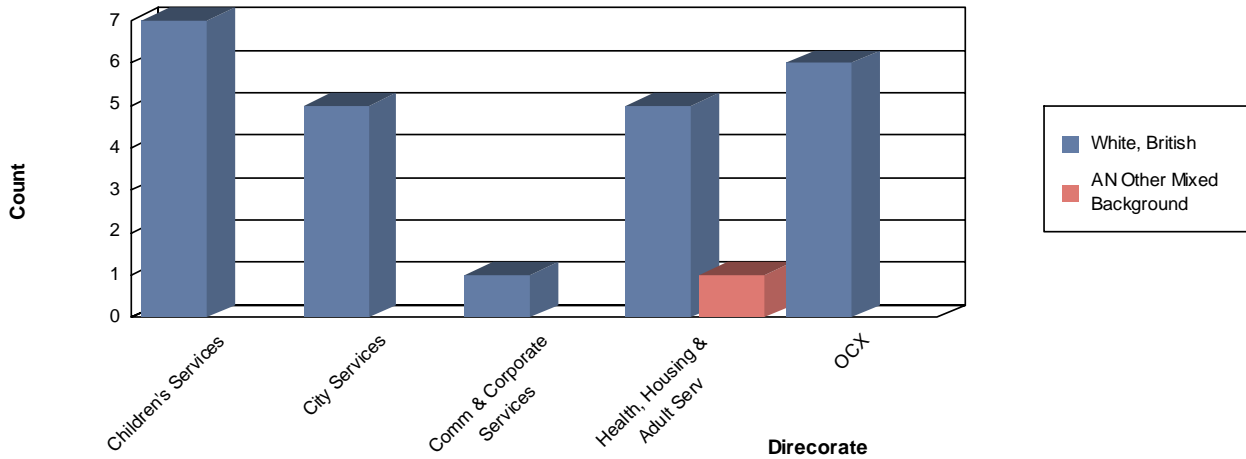


Number of Participants on Sunderland Leadership Programme by Ethnicity

SLP Level 2

	Children's Services	C & CS	OCX	City Services	HHAS
Mixed	0	0	0	0	1
White(British,Irish,Other	7	1	6	5	5

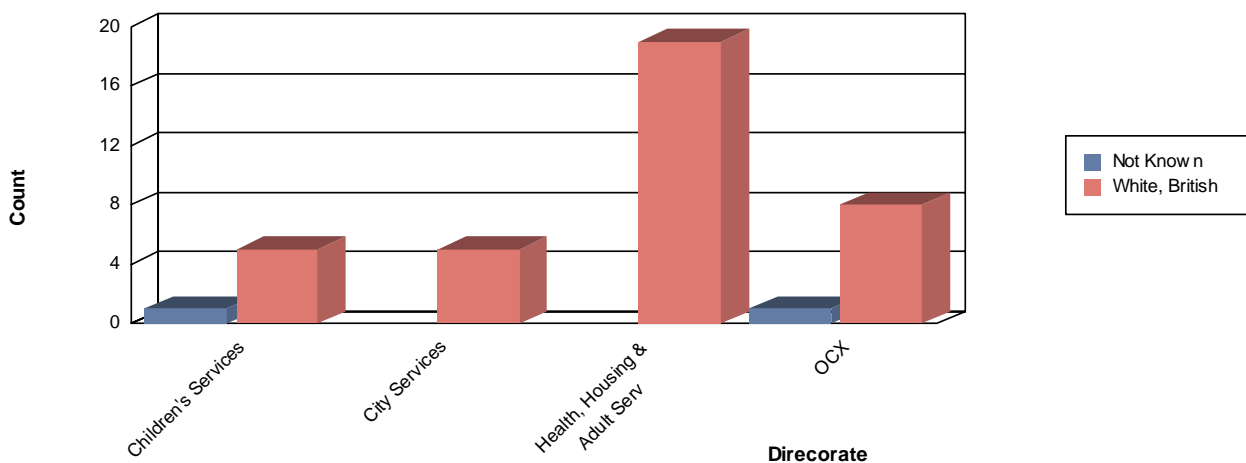
Number of Employees on SLP level 2



SLP Level 3

	Children's Services	C & CS	OCX	City Services	HHAS
Not Known	0	0	1	0	0
White(British,Irish,Other	5	0	8	5	19

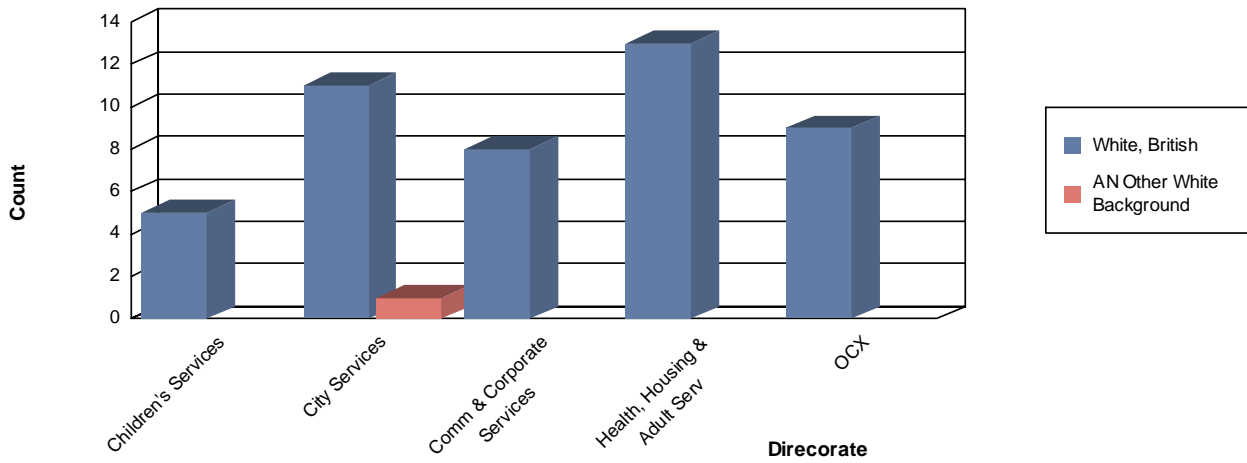
Number of Employees on SLP level 3



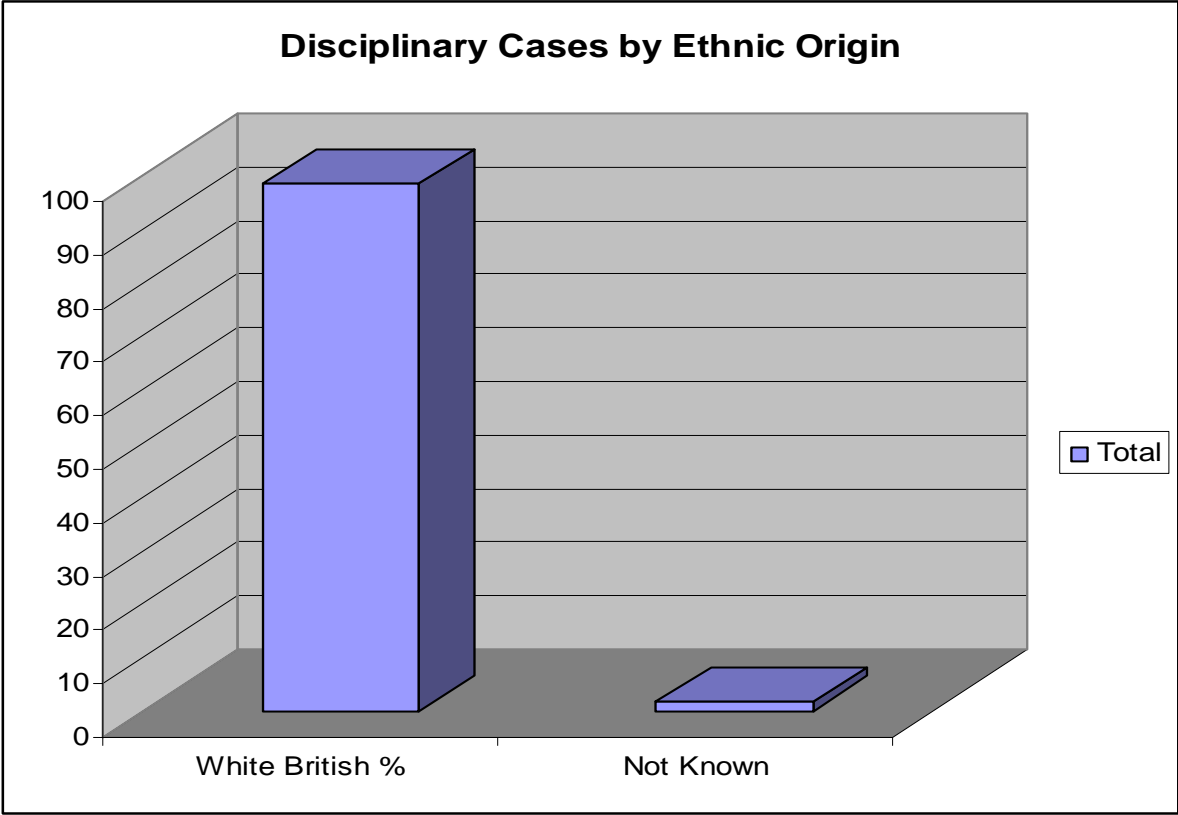
SLP Level 4

	Children's Services	C & CS	OCX	City Services	HHAS
Any other White	0	0	0	1	0
White(British,Irish,Other	5	8	9	11	

Number of Employees on SLP level 4



Disciplinary Cases by Ethnic Origin



Ethnicity	White British %	Not Known
Total	98.33	1.66

Grievance Cases by Ethnic Origin

Ethnicity	White British %
Total	100

Breakdown of Leavers within the Council by Ethnic Origin

AN Other Asian Background	0.21%
AN Other Mixed Background	0.07%
AN Other White Background	1.41%
Asian/A. Brit, Bngldshi	0.35%
Asian/A. Brit, Indian	0.28%
Black/B. Brit, African	0.28%
Not Known	10.43%
Other Ethnic Group	0.28%
White & Asian	0.14%
White & Black African	0.28%
White & Black Caribbean	0.07%
White, British	85.27%
White, Irish	0.14%
Withheld	0.78%
Total	100.00%

Recruitment Analysis by Gender

Application Status	Asian or Asian British	Black or Black British	Mixed	Not Known	Other	White(British, Irish, Other)	Withheld
Successful - permanent job	0.00%	0.00%	0.00%	0.00%	1.52%	98.48%	0.00%
Successful - temporary job	0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%

Race Equality - What do we know?

Great Britain is a multi-cultural country. “10% of the population would describe themselves as from a Black, Asian or minority ethnic background”⁶. Some areas, however, are more diverse in terms of race than others. For example, people from minority ethnic groups accounted for around 1 in every 3 people living in London, but for less than 1 in every 20 people living in the North East region⁷.

It can be seen that the population in Tyne and Wear is less ethnically diverse than other metropolitan counties and England⁸.

- 96.8% white in Tyne and Wear;
- 90.9% white in England; and
- 82.4% white in Metropolitan Counties.

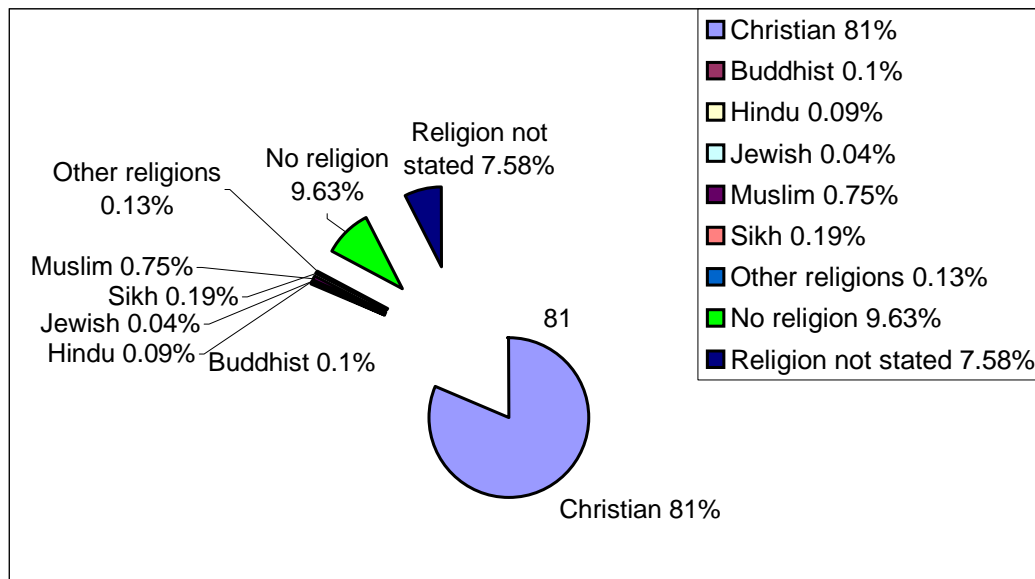
Within Sunderland 98.1% of residents are white, with the next largest ethnic minority group being from the Bangladeshi community (0.4%). The City’s BME community is mainly concentrated into a few geographical areas, including Hendon, Barnes and Thornhill.

It can be seen from the figures mentioned above that the % of employees from an ethnic minority within the Council is 1.21% and the top 5% of earners who are from an ethnic minority is 2.67%.

Section 7 - Religion or Belief Equality

The Equality Act 2010 harmonises and strengthens discrimination law. Parts of the Act came into force on 1st October 2010 and other parts came into force in April 2011. Religion or belief is listed as one of the 'protected characteristics' within the Act.

In Sunderland, the religion of the resident population is represented below (2001 Census):



It can be seen that 81% of residents are Christians, with 0.75% of the population being Muslim. 9.63% have no religion, and religion not stated was 7.58%.

The Council is developing the monitoring of this equality strand. For example, with regard to harassment and bullying at work, it was decided that a revised Harassment Formal Complaints Form be introduced in July 2009. The revised form includes the nature of harassment complaints, such as religion/belief. The revised form was introduced to improve monitoring and to help to eliminate any harassment, bullying or discrimination, on the grounds of religion/belief, etc. (See section 9 of this report for harassment monitoring information).

The Council has a number of policies and procedures in place for supporting employees. The Leave of Absence Policy specifically identifies the flexibility that may be available for religious or cultural observance. Employees who would like time off for religious or cultural observance can request flexibility in the arrangement of shifts, rotas and working hours generally; and also annual leave, flexi- days or unpaid leave. Career breaks may also be available for longer periods of leave. Managers must try to accommodate such requests wherever it is reasonably practicable to do so, subject to the needs of the service. .

Rooms are allocated within the Civic Centre as prayer rooms to use during lunch break periods.

Over 4,500 employees have completed the e-learning equality and diversity training package which was launched in 2008. An updated package was launched in June 2010 which is being rolled out. Part of the training relates to religions and beliefs, and will help to eliminate any discrimination within the Council.

Section 8 - Sexual Orientation Equality

The Equality Act 2010 harmonises and strengthens discrimination law. Parts of the Act came into force on 1st October 2010 and other parts came into force in April 2011. Sexual orientation is listed as one of the 'protected characteristics' within the Act.

Statistics relating to this equality stream include the following:

- Official government statistics estimate that 6% of the adult population are lesbian, gay or bisexual, i.e. approximately 3.5 million people.
- It is not known how many people living in Sunderland are lesbian, gay or bi-sexual.
- Stonewall research shows that in the North East of England if you are lesbian, gay, or bisexual, only 7% of staff are open about their sexuality in the workplace, compared to 50% of staff in London.
- Stonewall research has also found that nearly one in five lesbian and gay people, almost 350,000 employees in Britain, have experienced bullying from their colleagues because of their sexual orientation.

We are aware that individuals in day-to-day life can face certain barriers and challenges relating to this equality stream, and there are a number of reasons why people may not wish to be open about their sexuality in the workplace, e.g. fear of harassment or bullying by colleagues whose sexual orientation is different from their own, and prejudiced attitudes and behaviour.

The Council has long been committed to ensuring equality for its residents and employees. The Council is working with partnership organisations to promote Sunderland as an inclusive city to remove barriers people may face. 70% of our employees live in Sunderland and the context of the community has an impact. We also need to ensure that our employees have the confidence to state their sexuality.

The Council has the following in place:

- Over 4,500 employees have completed the e-learning equality and diversity training package which was launched in 2008. An updated package was launched in June 2010 which is being rolled out. The package raises awareness of sexual orientation and will help to eliminate any discrimination within the Council
- Other training programmes with equality and diversity a key component, e.g. the Sunderland Leadership Programme.
- Harassment, disciplinary and grievance procedures.
- An internal Mediation Service delivered by trained mediators
- Development of the monitoring of this equality strand across the Council (see below).

The Council, for example, is monitoring harassment and bullying at work. It was decided that a revised Harassment Formal Complaints Form be

introduced in July 2009. The revised form includes the nature of harassment complaints, such as sexual orientation. The revised form was introduced to improve monitoring and to help to eliminate any harassment, bullying or discrimination, on the grounds of sexual orientation, etc. (See section 9 of this report for harassment monitoring information).

In 2010 the Council joined Stonewall, which is an organisation that works to achieve equality and justice for LGB people. It offers advice and support to over 600 organisations including IBM, Barclays, Barnardos, the Royal Navy and other Councils.

Each year Stonewall undertake an equality and diversity benchmarking exercise, using the Workplace Equality Index, recognising progress in creating LGB-inclusive workplaces. The Index is an established and valued tool that organisations can use to evaluate their workplace practices on sexual orientation equality, identifying areas of strength, as well as areas where they need to improve. To demonstrate the Council's commitment to sexual orientation equality in the workplace, the Council is taking part in the 2012 Index. Organisations must submit their completed Index questionnaires and supporting evidence to Stonewall by September 2011. Stonewall would also like to hear from LGB employees from the organisations taking part in the Index, on their experiences in the workplace. Council employees wishing to take part, therefore, must complete a short anonymous questionnaire and send it to Stonewall.

Section 9 – Pregnancy and Maternity

Employees who have been on Maternity by Directorate	
Directorate	2010/2011 %
Children's Services	70.64
City Services	7.06
Comm & Corporate Services	4.19
Health, Housing and Adult Services	11.04
OCX	7.06
Total	100.00

Employees by Disability status

Directorate	Yes	No	Not Known/ Withheld	Total
Children's Services	0.31	95.94	3.75	100.00
City Services	3.13	90.62	6.25	100.00
Comm & Corporate Services	0.00	100.00	0.00	100.00
Health, Housing and Adult Services	0.00	100.00	16.00	100.00
OCX	3.13	93.74	3.13	100.00

Employees by Ethnicity

Directorate	White	Not Known/ Withheld	Asian	Other
Children's Services	80.63	16.88	2.19	0.31
City Services	93.75	6.25	0.00	0.00
Comm & Corporate Services	89.47	10.53	0.00	0.00
Health, Housing and Adult Services	84.00	14.00	0.00	2.00
OCX	96.88	3.12	0.00	0.00

The above tables show statistics relating to pregnancy and maternity for the period 2010/2011, including the disability status and ethnicity of those who have been on maternity. It can be seen that 70.64% of those on maternity leave were from the Children's Services Directorate, however, a large percentage (79.71%) of employees from Children's Services are female.

Of all the employees whose maternity leave finished in the 2010/2011 financial year 97.97% returned to work. A small percentage (2.03%) did not return to work when their maternity leave finished.

Section 10 – Harassment and Bullying

The Council is opposed to all forms of harassment or bullying. All our employees should:

- Expect to work in a positive and supportive environment, which is free from harassment and bullying, and where they are treated with dignity and respect; and
- Are expected to behave in a way that shows dignity and respect for others.

The equality and diversity training package outlines why equality is so important to the Council's work, describes the needs of different types of people, and explains employees' responsibilities regarding equality within their role and that of the Council. The training also defines harassment, explains that harassment may be linked to any of the equality issues outlined in the training (e.g. race, disability, etc) and how to report harassment.

The Council has an Harassment at Work Policy. A revised Harassment Formal Complaints Form was introduced in July 2009 to improve monitoring, by including the nature of harassment complaints, such as racial harassment, disability discrimination, etc and to help to eliminate any harassment, bullying or discrimination, on the grounds of racial harassment, etc.

The Council also has a network of trained Harassment Advisers offering confidential discussions with employees who feel they are being harassed or bullied. Harassment Advisers can be contacted by calling the confidential Harassment Line on (0191) 561 1749.

Mediation is a voluntary process where the mediator or pair of mediators helps two or more people in dispute to attempt to reach an agreement. To find out more about the Council's internal Mediation Service, and to discuss it as a possible option to help resolve an harassment or bullying issue in the Council, you can contact one of the following:

- HR Advice teams
- Mediation Service Co-ordinator – (0191) 561 1749 or mediation.service@sunderland.gov.uk
- Harassment Adviser – (0191) 561 1749

Please see the following tables showing statistics relating to harassment. As mentioned below, during the period 1st April 2010 to 31st March 2011 there were 15 employees who complained formally of harassment or bullying, and therefore the number of formal cases is very low. This number may be low because the Council encourages the informal resolution of harassment and bullying wherever possible. Informal cases are not monitored because of their very nature.

Harassment Statistics

Total number of formal harassment complaints raised during the period 1st April 2010 to 31st March 2011 = 15.

Harassment Statistics by Age Range

Age	18-24 Years	25-30 Years	31-40 Years	41-50 Years	50+ Years	Not known/ Withheld	Total
City Services	0	0	1	0	0	1	2
OCX	0	0	1	1	0	0	2
Children's Services	1	1	2	2	1	1	8
HHAS	0	0	0	1	1	1	3
Total	1	1	4	4	2	3	15

Harassment Statistics by Ethnicity

Ethnicity	White	Black or Black British	Asian or Asian British	Mixed	Chinese or other Ethnic Group	Not known/ Withheld	Total
City Services	2	0	0	0	0	0	2
OCX	1	0	1	0	0	0	2
Children's Services	6	0	0	0	0	2	8
HHAS	2	0	0	0	0	1	3
Total	11	0	1	0	0	3	15

Harassment Statistics by Gender

Gender	Male	Female	Transgender	Not known/ Withheld	Total
City Services	0	2	0	0	2
OCX	1	1	0	0	2
Children's Services	2	6	0	0	8
HHAS	2	1	0	0	3
Total	5	10	0	0	15

Harassment Statistics by Disability

Disability	Yes	No	Not known/ Withheld	Total
City Services	0	2	0	2
OCX	0	2	0	2
Children's Services	0	7	1	8
HHAS	0	2	1	3
Total	0	13	0	15

Harassment Statistics by Religion/Belief

Religion/ Belief	Christian	Hinduism	Judaism	Islam	Sikhism	Buddhism	Other	None	Not Known/ Withheld	Total
City Services	0	0	0	0	0	0	0	0	2	2
OCX	0	0	0	0	0	0	0	0	2	2
Children's Services	0	0	0	0	0	0	0	0	8	8
HHAS	0	0	0	0	0	0	0	0	3	3
Total	0	0	0	0	0	0	0	0	15	15

Harassment Statistics by Sexual Orientation

Sexual Orientation	Heterosexual/ or straight	Lesbian	Gay	Bi-sexual	Not known/ withheld	Total
City Services	0	0	0	0	2	2
OCX	0	0	0	0	2	2
Children's Services	0	0	0	0	8	8
HHAS	0	0	0	0	3	3
Total	0	0	0	0	15	15

Nature of Harassment Complaints

Nature of harassment	Sexual harassment	Sexual orientation	Violence at work	Bullying	Age discrim.	Religion/ belief	Racial harass.	Gender reassignment	Disability discrim.	Other	Not Known/ withheld	Total
City Services	1	0	0	0	0	0	0	0	0	0	1	2
OCX	0	0	0	1	0	0	1	0	0	0	0	2
Children's Services	0	0	0	1	0	0	0	0	0	1	6	8
HHAS	0	0	0	0	0	0	0	0	0	1	2	3
Total	1	0	0	2	0	0	1	0	0	2	9	15

Section 11 – Carers

The following information from Employers for Carers outlines the national picture relating to carers and employment:

- The vast majority (80%) of the UK's 6 million carers are of working age.
- 3 million carers already combine work and care.
- Every year, over 2 million people become carers - some overnight, some more gradually - so there is a new population of carers in the workforce every day.
- 3 in 5 people will become carers at some point in their lives.
- 1 in 5 people give up work to care.

The following table lists statistics showing the provision of unpaid care within Sunderland, the North East and England.

Provision of Unpaid Care (2001)

	Sunderland	North East	England
All People	280,807	2,515,442	49,138,831
Provides no care	248,943	2,238,849	44,261,771
Provides 1 to 19 hours care a week	19,114	171,753	3,347,531
Provides 20 to 49 hours care a week	4,391	35,736	530,797
Provides 50 or more hours care a week	8,359	69,104	998,732

From the above table it can be seen that there are 31,864 carers in Sunderland, 26% of these providing 50 or more hours of care per week (8,359 in total). In addition, carers in Sunderland save the economy £706.9 million per year.

Within the Council the following numbers of employees declared their status as a carer in an employee survey which took place during 2005.

Title	As defined by Carers UK	No. of employees
Carer	People who look after a relative/friend who needs support because of age, physical or learning disability or illness, including mental illness. Does not mean Care Worker or Care Staff who are paid to provide care as part of a contract of employment.	663
Parent Carer	Parent of a disabled child. Child who has additional care needs and may need additional services.	182
Young Carer	Persons under the age of eighteen who have caring responsibilities for another family member who is unwell (from either physical or mental illness) or disabled.	16
		861

As a supportive and flexible employer, balancing service needs with individual employee needs, the Council will be able to retain its position of being an attractive place to work. In addition, offering supportive practices can help us to manage attendance levels. As such, the Council has developed a package of support for employees with caring responsibilities. For example:

- *Flexible Working* – We have a wide range of flexible working policies relating to, for example, job share, part year working, career breaks, etc. All Council employees can make a request for flexible working arrangements. An employee who therefore requires a change to their working arrangements in order for them to exercise their caring responsibilities can apply for flexible working. The Council also operates a Flexible Working Hours Scheme.
- *Carers Leave/ Emergency Time Off to Care for Dependents* – Managers can use their discretion to grant employees paid leave of up to 5 days per leave year in order to support emergency caring responsibilities.
- *Counselling Services* – All employees including those who are carers have access to confidential employee counselling services.

A dedicated intranet site for carers has been developed based on what the Council currently offers its carer employees, with some links to the existing provisions in other policies/procedures. This “signposts” employees to the current support available to carers.

The Council is in the process of further developing its carers’ employment policies and practices.

Section 12 – Equality Employee Groups

The Council's has established 6 equality employee groups for equality and diversity, relating to the following 6 equality strands:

- Age
- Disability
- Gender
- Race
- Religion or Belief
- Sexual Orientation.

Each group focuses upon taking the equality agenda forward under its own equality strand, and the groups are able to support the development of its strand across the Council.

The Council is intending to re-launch these groups in order to develop the role of the groups, build membership and to enable employees to participate more effectively. The Council will also consider whether there is a need to establish any additional equality employee groups.

Section 13 – Support and Advice

Support and advice is available to employees from the following:

- Line Managers
- HR&OD Teams
- Trade Unions
- Harassment Advisers
- Occupational Health – Counselling Service
- Equality Employee Groups

The Council has a number of employment policies, procedures and guidance documents. These include the following:

- Adoption Policy
- Annual Leave Guidance
- Appraisal Scheme
- Apprenticeships Scheme/Policy
- Attendance Management Policy and Guides
- Capability and Disciplinary Procedures
- Domestic Violence Policy
- Flexible Working and Associated Policies
- Harassment at Work Policy
- Leave of Absence Policy
- Managing Work Related Stress Code of Practice
- Maternity Benefits Guide
- Recruitment and Selection: Code of Practice
- Retirement Policies

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