



**ROYAL BOROUGH OF
KINGSTON UPON THAMES**

**ANALYSIS OF STAFF
MONITORING
INFORMATION IN
RELATION TO ETHNIC
MINORITY GROUPS**

1st April 2008 – 31st March 2009

MAY 2009

Royal Borough of Kingston: Analysis of Staff Monitoring Information in Relation to Ethnic Monitoring Groups:

Contents

- *Table 1 – Comparison of workforce with borough census figures*
- *Table 2 – Applicants for jobs*
- *Table 3 – Current staff*
- *Table 4 – Applicants for training*
- *Table 5 – Applicants for promotion*
- *Table 6 – Staff who receive training*
- *Table 7 – Staff who have been subject to capability procedures*
- *Table 8 – Staff who are involved in grievances*
- *Table 9 – Staff who have been subject to disciplinary procedures*
- *Table 10 – Staff who leave their jobs with the authority*

Table 1 – Comparison of workforce with borough census figures

The results of the 2001 Population Census for Kingston for race are as shown below:-

Race

	White	Minority Groups (1)	Total	Minorities as proportion of total
2001 Census – UK wide	44,679,361	4,459,470	49,138,831	9%
Kingston Overall	124,392	22,881	147,273	15.5%
Economically active (2)	67,343	10,841	78,184	13.9%
Council Employees	474	3517	4620*	10.3%

* Includes 629 staff where background not known

(1) The classification of minority groups used in the 2001 census are as follows:

Mixed:-

- White & Black Caribbean
- White & Black African
- White & Asian
- Other Mixed

Asian or Asian British:-

- Indian
- Pakistani
- Bangladeshi
- Other Asian

Black or Black British:-

- Caribbean
- African
- Other Black

Chinese or other:-

- Chinese
- Other Ethnic Group

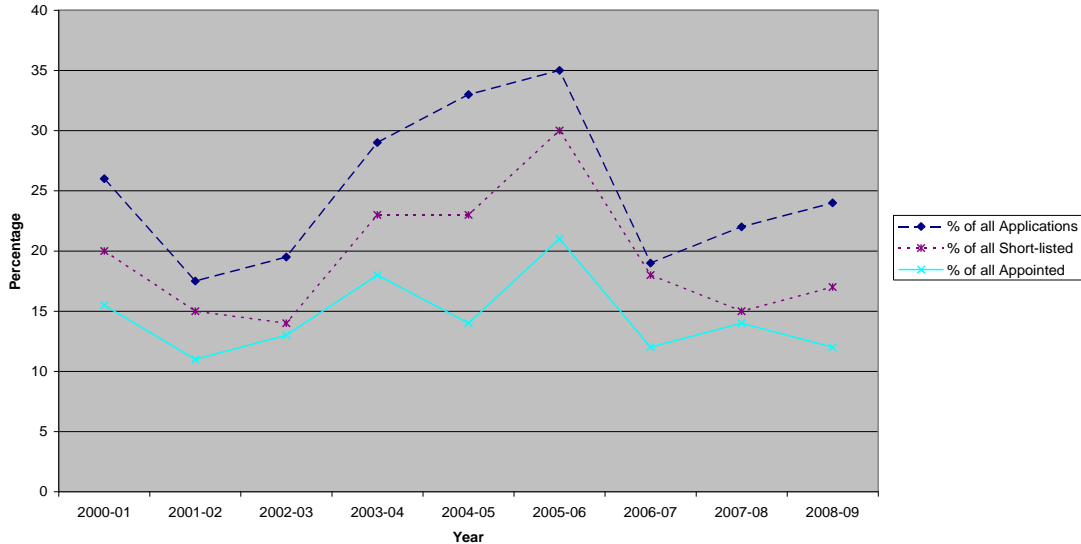
(2) Economically Active includes those aged 16-59 years, in full time employment, part time employment, unemployed, students and those on Government schemes

Table 2 – Applicants for jobs 2000-01 to 2008-09

	% Minority Group 2008-09	% Minority Group 2007-08	% Minority Group 2006-07	% Minority Group 2005-06	% Minority Group 2004-05	% Minority Group 2003-04	% Minority Group 2002-03	% Minority Group 2001-02	% Minority Group 2000-01
Applications	24	22	19	35	33	29	19.5	17.5	26
Short-listed	17	15	18	30	23	23	14	15	20
Appointed	12	14	12	21	14	18	13	11	15.5

Overview of recruitment by black and minority ethnic groups (BME) – 2000 to 2008

Analysis of Recruitment by BME 2000 - 2009



Footnote to Table 2: RBK uses an external response handler to provide the data on applicants for jobs in Table 2. Please note that there have been quality control issues for the 2006/7, 2007/8 & 2008/9 data received where a substantial proportion of applicants backgrounds were not classified, therefore the sample has been restricted to known backgrounds. As a result it is likely that applicants from BME backgrounds are under-represented in the 2006 /7, 2007/8 & 2008/9 figures.

Table 3 – Current staff

Year	Total Employees	Minority Group Employees	Percentage Minority Group
2001	3,460	256	7.4%
2002	3,663	311	8.5%
2003	3,778	344	9.1%
2004	3,992	388	9.72%
2005	4,222	416	9.85%
2006	4,502	466	10.35%
2007	4,587	427	9.31%
2008	4,745	443	9.34%
2009	4,620	474	10.3%

Table 4 – Applicants for Training - 01/04/08 to 31/03/09

	% Minority	% Unknown	%White
	19	9	72

Table 5 – Applicants for Promotion - 01/04/08 to 31/03/09

	Total Employees	Minority Group Employees	Unknown	%Minority
Applied	239	56	27	23
Appointed	119	19	12	16

Table 6 – Staff who receive training - 01/04/08 to 31/03/09

	% Minority	% Unknown	%White
	19	9	72

Table 7 – Staff who have been subject to capability procedures - 01/04/08 to 31/03/09

	Total Employees	Minority Group Employees	Unknown	%Minority
	28	6	4	21.4

Table 8 – Staff who are involved in grievances - 01/04/08 to 31/03/09

	Total Employees	Minority Group Employees	Unknown	%Minority
	3	1	0	33.3

Table 9 – Staff who have been subject to disciplinary procedures - 01/04/08 to 31/03/09

	Total Employees	Minority Group Employees	Unknown	%Minority
	38	13	3	34.2

Table 10 – Staff who leave their jobs with the authority - 01/04/08 to 31/03/09

	Total Employees	Minority Group Employees	Unknown	%Minority
	682	80	94	11.7