

ARUN DISTRICT COUNCIL

Recruitment and Selection – Equality Data 2015/2016

Introduction

Arun District Council (ADC) is committed to equalities for everyone from application for recruitment to employment and beyond. ADC monitors a variety of areas in relation to its duties under the Equality Act 2010.

The charts below show the statistics ADC has collected in relation to some of the protected groups within the Equality Act 2010 that have applied for the advertised vacancies and been recruited into those vacancies. Some of the data collected is limited and in some cases on the forms is optional so unfortunately not everyone that has applied and been recruited has stated everything and therefore there are a number of 'do not knows' across the figures.

ADC recognises that people with disabilities have significant skills, qualifications and experience to offer and can contribute significantly to the success of an organisation yet often face unnecessary barriers to employment. Therefore in May 2011 ADC's application form was updated to highlight the Guaranteed Interview Scheme whereby we guarantee to interview anyone with a disability whose application could demonstrate that they meet the essential criteria for the post, as detailed in the person spec.

ADC is aware that the figures are a valuable source of information and ensures that the information collected is as accurate as possible within its remit.

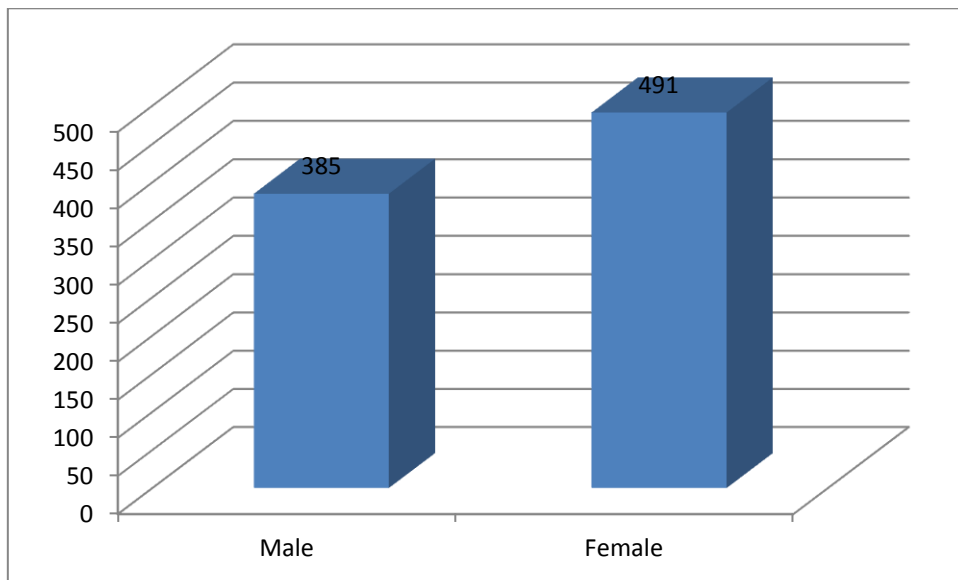
During the 12 month period from January 2015 to January 2016, Arun received a total of 813 application forms for a number of vacant positions.

Following short listing and interviewing exercises, Arun successfully recruited 34 applicants into vacant positions, in comparison this was 14 less than in the previous monitored period.

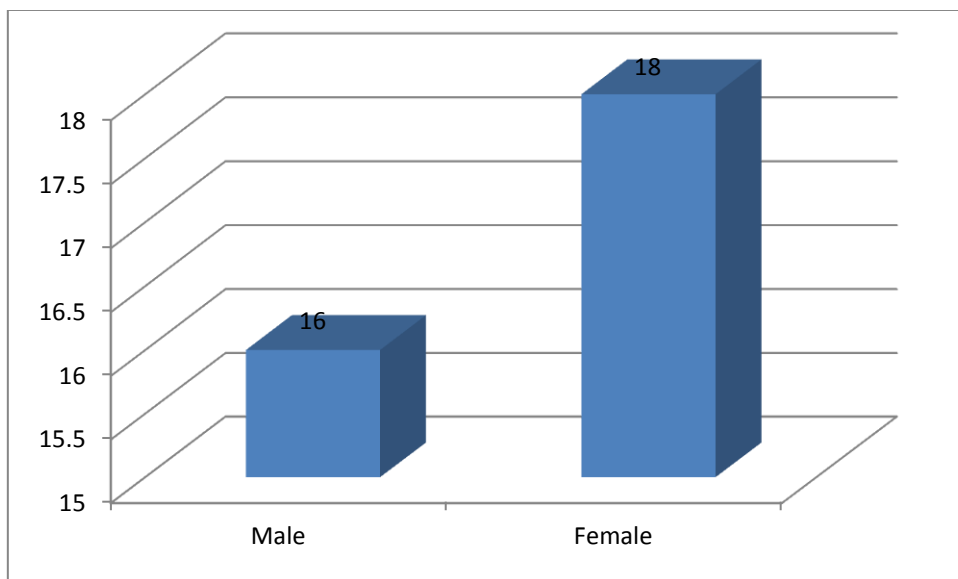
The information on the following pages is split into the various protected groups.

Gender

ADC received a total of 309 applications from males and 504 applications from females. These are similar figures to the previous monitored period.



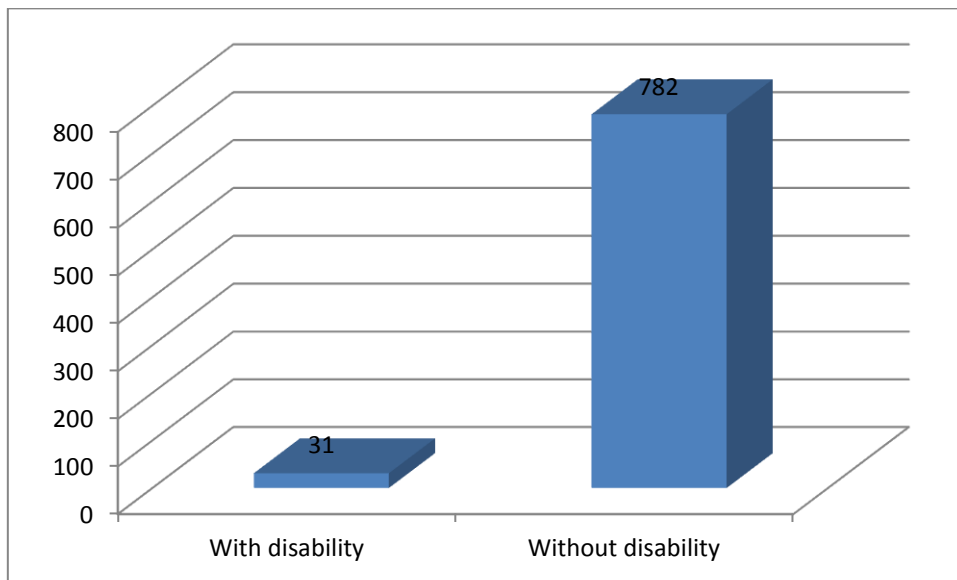
ADC successfully recruited 16 males and 18 females into vacant positions.



Disability

ADC has retained the 'Two Ticks' Disability Symbol awarded by Jobcentre Plus in recognition of its commitment to the recruitment, employment, retention and development of disabled people.

During the monitored period, ADC received a total of 31 applications from individuals who stated they had a disability as recognised in the Equality Act 2010, a 36% increase compared to the previous reporting period.

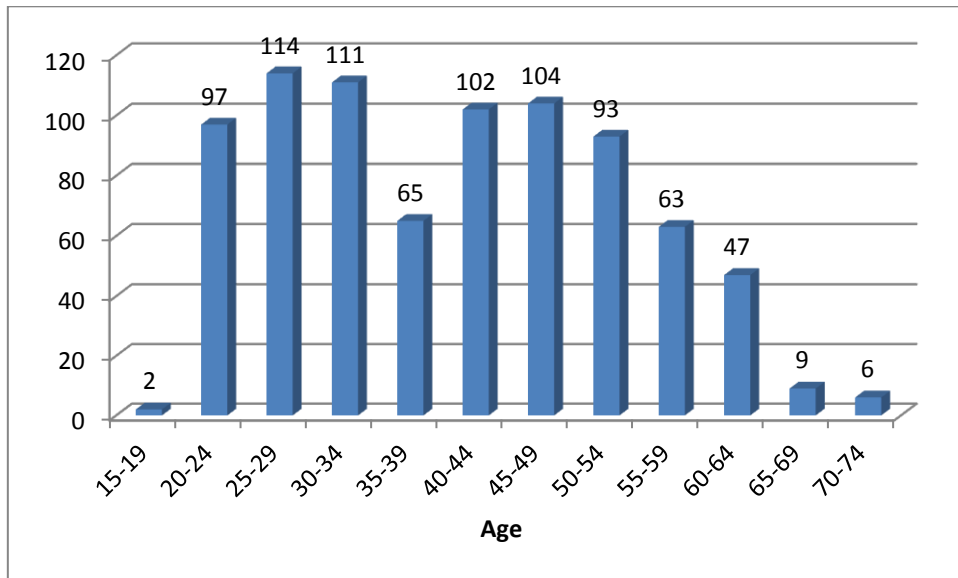


As part of ADC's commitment to the Two Ticks symbol, any applicant who has a disability, and meets the essential criteria of a position, will automatically be invited for interview.

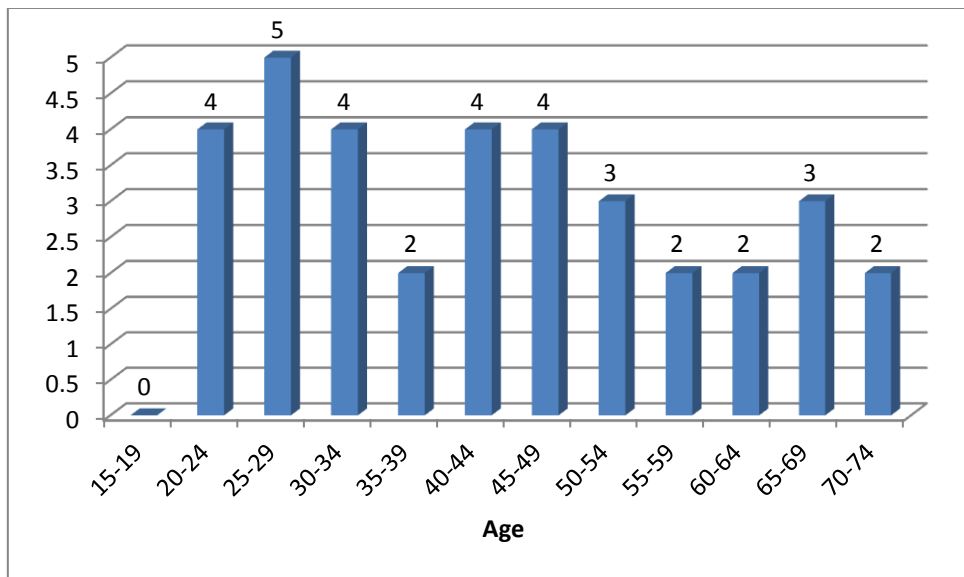
During the period from January 2015 to January 2016, one successful applicant disclosed that they had a disability.

Age

ADC received applications from individuals across a wide range of ages, as shown in the chart below:



ADC successfully recruited individuals across a wide age range:

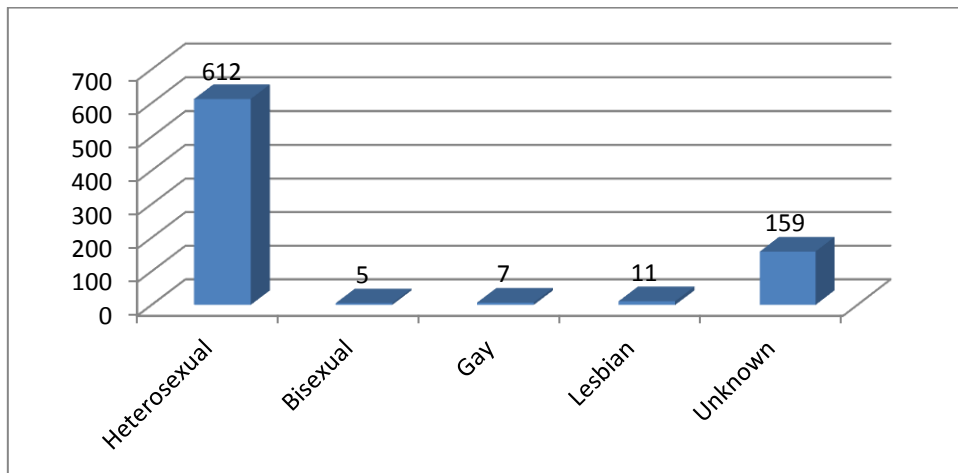


It is envisaged that the number of workers over the age of 65 will increase over future years with the abolition of the default retirement age.

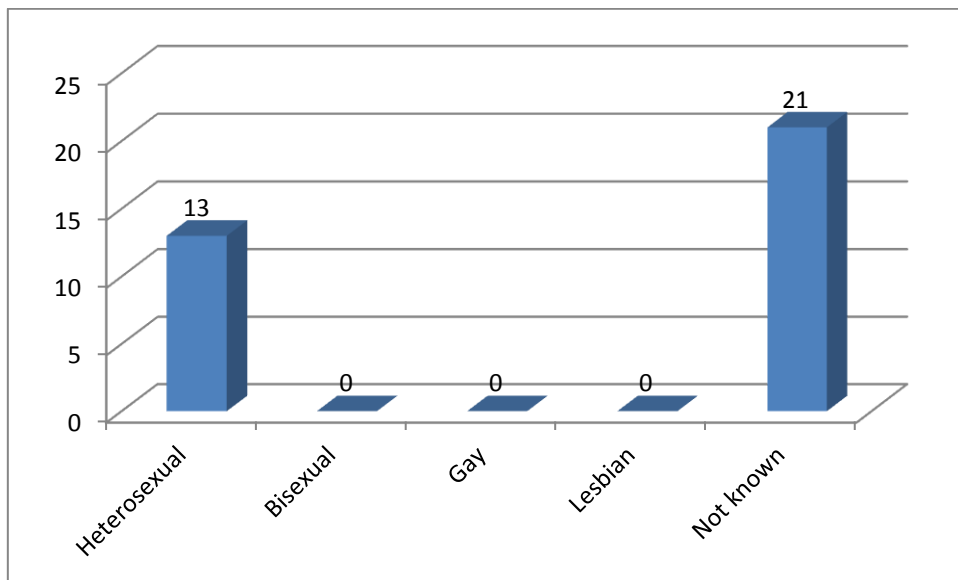
Sexual Orientation

Arun collects very limited data in relation to the sexual orientation of applicants. The section on the application forms is optional and therefore many applicants choose not to state anything.

The chart below details the information Arun did obtain during the period for applications received:

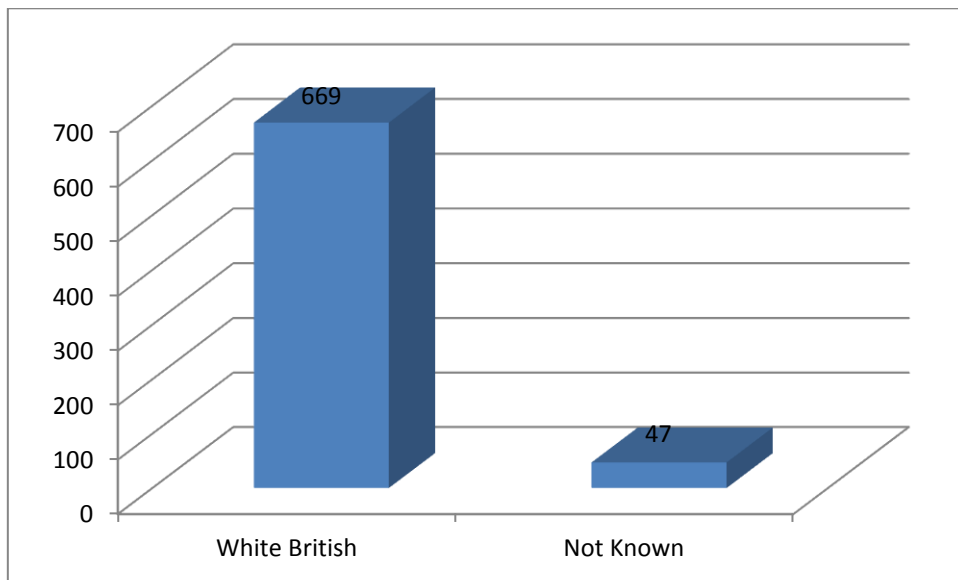


For those successfully recruited, again only limited and optional information is collected which again shows in the chart below:



Race

The majority of applications were received from White British individuals, which is reflected within Arun's demographic area.



The majority of successful applicants declined to disclose their Race.

