

37137 Council Employees' Ethnicity

How many people does the council employ who are: Black UK/ Scotland, Asian UK/Scotland, Mixed Race UK/Scotland. White and Asian mixed UK/Scotland, Black and White Mixed UK/Scotland, Black other, Asian other, Mixed Race other?

Please refer to the recorded staff headcount ethnicity in the table below.

Ethnicity	Headcount
A - White	14,690
B - Mixed or multiple ethnic groups	122
C - Asian	348
D - African (please write in further information)	158
E - Caribbean or Black (please write in further information)	30
F - Other ethnic group (please write in further information)	133
Prefer not to say	654
No Data	3,239
Grand Total	19,374

How many staff within the council from Black Asian or Mixed Race are employed at salary grades 9/10/11/12?

Please include all directorates of the council and EHSCP?

Grade 9 – 8

Grade 10 – Between 1 and 5

Grade 11 – Between 1 and 5

Grade 12 - 0

Where there are five or fewer employees in one Grade band, these are shown as 'Between 1 and 5' in compliance with the Data Protection Act 2018.

How many Black Asian or Mixed Race people are in Head of Service/ Assistant or Deputy Director/ Director and Corporate Director positions?

Please include all directorates of the council and EHSCP?

There are currently no such employees recorded on the Chief Official's pay scales.

Does the council actively encourage those people (Black/Asian and Mixed Race) backgrounds to apply for posts - does section 159 of the Equality Act 2010 apply when you advertising roles and does positive action apply?

The Council has an 'Inclusive Edinburgh' page on its recruitment portal site that talks about our open and inclusive approach to recruitment. Please see link below to the page:

<https://www.myjobscotland.gov.uk/councils/city-edinburgh-council/inclusive-edinburgh>

We also state our aspirations on our 'Diversity and Inclusion - Work For Us' pages on the external site at:

<https://www.edinburgh.gov.uk/work-us/equal-opportunities>

Our recruitment and selection policy states, "We are committed to attracting and retaining a diverse workforce that reflects and can respond to the diverse needs of the citizens of Edinburgh. In order to support this commitment, we will undertake positive action in line with equalities legislation, to increase the employment of groups that are defined by one of the nine protected characteristics". Please see link below to our Recruitment and Selection Policy.

<https://www.edinburgh.gov.uk/downloads/file/22800/recruitment-policy>

In the last 5 years, how many people from Black/Asian and Mixed Race backgrounds have applied for roles grade 9 and above?

How many have been shortlisted?

How many have successfully secured a post (permanent and fixed term)?

We do not hold this data for the time period requested.

Over the last 10 years, how many cases of racial discrimination has been raised by employees and of this how many racism cases have been raised by BAME staff?

How staff have been sacked by the council because of racism?

Unfortunately, we are unable to provide the information requested as the cost to the Council of locating, retrieving and providing the information exceeds the statutory maximum of £600.

Section 12(1) of the Act does not oblige a Scottish public authority to comply with a request for information if the authority estimates that the cost of complying with the request would exceed the statutory limit.

What's the council's position on racism within its workforce and what measures do you have in place to ensure Black/Asian and Mixed Race staff can alert the council when they face racism without being victimised?

The council's position is set out in our Equality and Diversity Policy as follows:

"We recognise, respect and value the diversity of our workforce as an asset and key resources in enhancing and maximising performance to effectively meet the diverse needs of our service users. We are committed to eliminating discrimination and encouraging a culture that values and promotes equality and diversity across the organisation."

We have a clear process for reporting prejudice-based incidents which can be found on the internal staff network and here on our external facing pages.

Does the council have any policy and procedures on Racism within the workplace?

Will the council be changing its racism policy and procedures and if so will you be activity getting people from other races (Black/Asian/Mixed Race) involved?

There are a number of policies and procedures which could be used to tackle racism in the workplace including:

Employee Code of Conduct

Avoidance of Bullying and Harassment at Work Policy

Grievance Procedure

Disciplinary Policy

Equality and Diversity Policy

All our policies can be viewed on our policy register at:

<https://www.edinburgh.gov.uk/policies>

We also engage with our colleague networks and consult with the trade unions when writing / reviewing our policies.

How many staff who are Black/Asian and Mixed Race been through disciplinary and have been sacked by the council since 2010?

There have been 27 recorded with a leaving category of 'misconduct' or gross misconduct' in this period.

When a racism case is raised by staff, does anyone from Black/Asian and Mixed Race backgrounds nominated as investigating lead or sit on the disciplinary hearing panel?

If not, why not?

In line with Council procedures, colleague concerns raised through our Grievance or Avoidance of Bullying and Harassment Policies are reported to management who have responsibility for seeking a resolution, which includes undertaking any investigation work. If this outcome results in disciplinary action, then a Nominated Officer is appointed to consider the allegations. Where the allegations are considered gross misconduct, then the Nominated Officer must be Grade 12 and above and, as outlined in our response to Q3, we currently have no colleagues who have declared their ethnicity as being Black/Asian or Mixed Race backgrounds. Where the allegations are less than gross misconduct, an appropriate neutral senior manager within the service area would be appointed.