

HR Cases started between 01 April 2006 and 31 March 2007 - by Ethnic Group

Data source: HR Caseload Database

Case Type	Ethnic Origin	Total
Appeal	Not stated	2
Capability - Longterm sickness	Asian (or British Asian) - Indian	1
	Black (or Black British) - African	1
	Black (or Black British) - Caribbean	1
	Chinese	1
	Other Ethnic Group	3
	White - British	43
	White - Irish	1
	Not stated	20
Capability - Performance	Black (or Black British) - Caribbean	1
	Other Ethnic Groups - Any other ethnic group	1
	White - British	12
	White - Any other White background	1
	Not stated	15
Capability - Short term sickness	Asian (or British Asian) - Indian	4
	Asian (or British Asian) - Pakistani	1
	Asian (or British Asian) - Any other Asian backgrd	2
	Black (or Black British) - African	1
	Mixed - White & Black African	4
	Other Ethnic Groups - Any other ethnic group	11
	White - British	61
	White - Irish	2
	White - Any other White background	2
	Not stated	17
Complaint	White - British	1
Consultation	White - British	1
	Not stated	5
Dignity at Work	Black (or Black British) - Caribbean	1
	Other Ethnic Group	1
	White - British	4
	White -Irish	1
	Not stated	3
Disciplinary	Asian (or British Asian) - Any other Asian backgrd	2
	Asian (or British Asian) - Indian	1
	Asian (or British Asian) - Pakistani	1
	Black (or Black British) - African	3
	White - Any other White background	1
	White - British	10
	Not stated	13
Grievance	White - British	1
	Not stated	7
Organisational Change	White - British	1
	Not stated	1
Other	White - British	2
	Not stated	6
Redundancy	White - Any other White background	1
	White - British	1
	Not stated	2
TUPE	Not stated	4
Not stated	White - British	1
Grand Total		283

HR Cases started between 01 April 2006 and 31 March 2007 - by Gender

Data source: HR Caseload Database

Case Type	Female	Male	Not stated	Grand Total
Appeal	2			2
Capability - Longterm sickness	53	7	11	71
Capability - Performance	18	7	5	20
Capability - Short term	78	20	7	105
Complaint	1	0	0	1
Consultation	0	1	5	6
Dignity at Work	6	3	1	10
Disciplinary	15	13	3	31
Grievance	4	0	4	8
Organisational Change	1	1	0	2
Other	4	2	2	8
Redundancy	2	1	1	4
TUPE	1	0	3	4
Not stated	1	0	0	1
Grand Total	186	55	42	283

HR Cases started between 01 April 2006 and 31 March 2007 - by Disability status

Data source: HR Caseload Database

Case Type	No	Yes	Grand Total
Appeal	2		2
Capability - Longterm sickness	68	3	71
Capability - Performance	30		30
Capability - Short term	105		105
Complaint	1		1
Consultation	6		6
Dignity at Work	10		10
Disciplinary	31		31
Grievance	8		8
Organisational Change	2		2
Other	8		8
Redundancy	3	1	4
TUPE	4		4
Not stated	1		1
Grand Total	279	4	283

Key points to note on cases

Ethnicity:

Capability Long term sickness of 71 cases

- 61% of cases involving White staff
- 9% BME employees
- 20 cases not stated

Capability Performance of 30 cases

43% white

2 cases from BME groups representing 7%

Capability Short term sickness of 105 cases

61% from White

22% (23 cases) from BME employees

Gender : of 283 cases 66% involved females

Equal opportunities monitoring of cases (cont)

Disability:

Of the 283 cases in total , 4 involved employees with a disability and 3 of these were long term sickness cases and 1 was a redundancy case