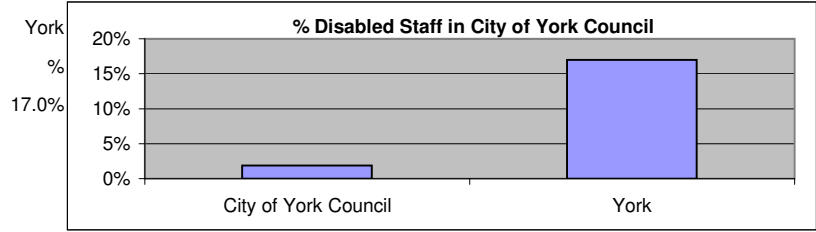


DISABILITY

Date: 31/03/06

Staff Profile

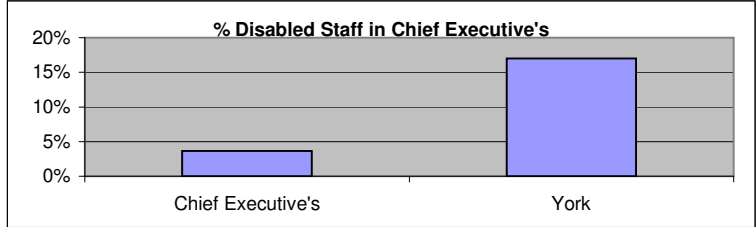
| City of York Council | | |
|----------------------|--------|--------|
| | Number | % |
| Disabled Staff | 139 | 1.9% |
| Non-Disabled Staff | 7183 | 98.1% |
| Total known | 7322 | 100.0% |
| Not Known | 241 | 3.2% |



Key Issue:
The council does not employ enough disabled staff and the number is falling. The percentage of staff who are disabled varies greatly between directorates.

Key Action:
Review attendance management procedures and assess their impact upon disabled and older staff. Ensure they meet requirements of equality legislation and best practice.

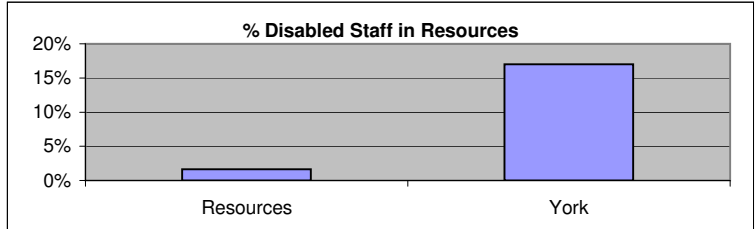
| Chief Executive's | | |
|--------------------|--------|--------|
| | Number | % |
| Disabled Staff | 7 | 3.7% |
| Non-Disabled Staff | 184 | 96.3% |
| Total known | 191 | 100.0% |
| Not Known | 3 | 1.5% |



Key Issue:
Chief Executive's does not employ enough disabled staff. Data also suggests that disabled staff are not successful in interviews for jobs with the directorate.

Key Action:
To investigate the reasons why disabled people are unsuccessful when applying for posts within the directorate and to address any institutional or prejudicial barriers that may be identified.

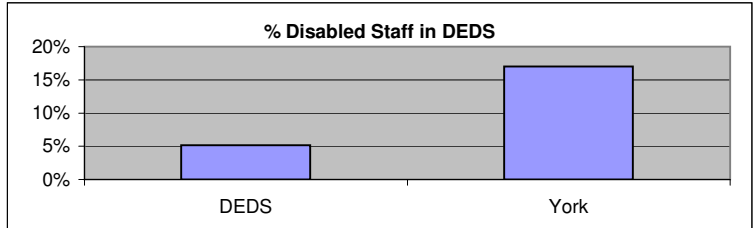
| Resources | | |
|----------------------|-----------|--------|
| | All posts | Top 5% |
| Total Disabled Staff | 6 | 1.7% |
| Non-Disabled Staff | 356 | 98.3% |
| Total known | 362 | 100.0% |
| Not Known | 0 | 0.0% |



Key Issue:
Resources does not employ enough disabled staff.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience). Use Equalities database to provide better understanding of workforce

| DEDS | | |
|----------------------|-----------|--------|
| | All posts | Top 5% |
| Total Disabled Staff | 26 | 5.2% |
| Non-Disabled Staff | 478 | 94.8% |
| Total known | 504 | 100.0% |
| Not Known | 1 | 0.2% |

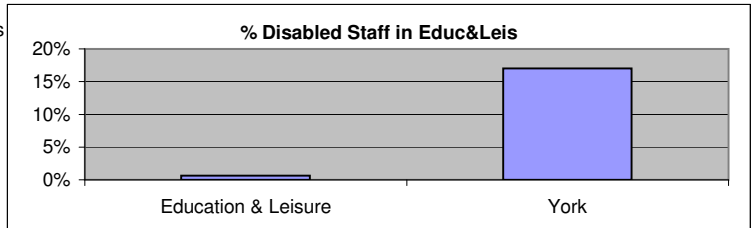


Key Issue:
DEDS does not employ enough disabled staff.

Key Action:
Identify vacancies and positive action training placements that can be proactively advertised to disabled people in York.

| Education & Leisure | | |
|----------------------|-----------|--------|
| | All posts | Top 5% |
| Total Disabled Staff | 26 | 0.7% |
| Non-Disabled Staff | 3936 | 99.3% |
| Total known | 3962 | 100.0% |
| Not Known | 225 | 5.4% |

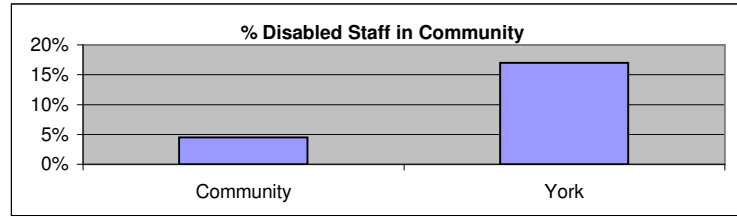
incl schools



Key Issue:
Education and Leisure does not employ enough disabled staff. This is a particular problem in schools.

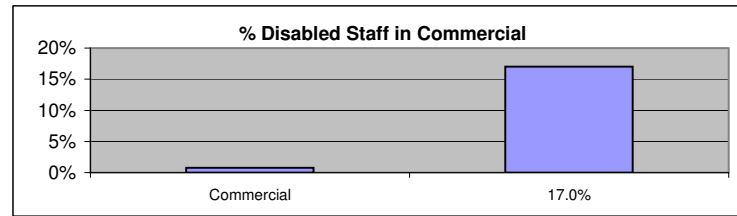
Key Action:
Develop plan to ensure that schools address under-representation of disabled people amongst their staff. This to cover implementation of council policy, advice on recruitment, adaptations at work, meeting the disability equality public duty.

| Community | | |
|----------------------|-----------|--------|
| | All posts | Top 5% |
| Total Disabled Staff | 68 | 4.5% |
| Non-Disabled Staff | 1433 | 95.5% |
| Total known | 1501 | 100.0% |
| Not Known | 12 | 0.8% |



| |
|---|
| Key Issue: |
| Community services do not employ enough disabled staff. |
| Key Action: |
| |

| Commercial | | |
|----------------------|-----------|--------|
| | All posts | Top 5% |
| Total Disabled Staff | 6 | 0.7% |
| Non-Disabled Staff | 796 | 99.3% |
| Total known | 802 | 100.0% |
| Not Known | 0 | 0.0% |



| |
|--|
| Key Issue: |
| Commercial Services do not employ enough disabled staff. |
| Key Action: |
| |