

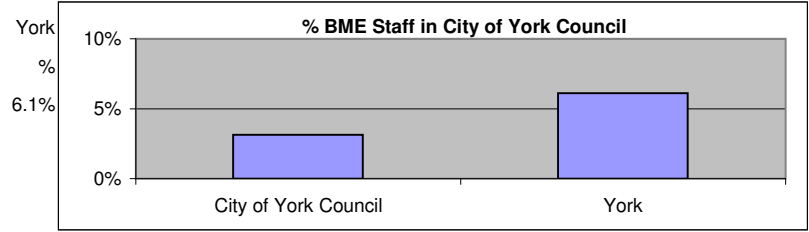
ETHNICITY

Date: 31/03/06

Staff Profile

YORK

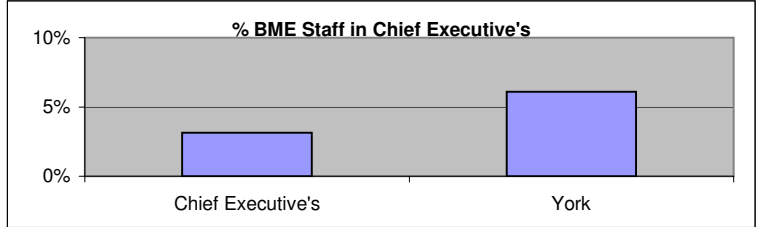
City of York Council		
	Number	%
Black and Minority Ethnic Staff	226	3.1%
White UK staff	6974	96.9%
Total known	7200	100.0%
Not Known	363	4.8%



Key Issue:
The council does not employ enough BME staff. This is true for all directorates although some have significantly higher rates of employing BME groups than others.

Key Action:
Targetted promotion of CYC as employer and specific jobs (especially recruitment pool) to BME communities at York. This could include posters in shop windows in areas of high BME population, promotional stall at multi-cultural events,

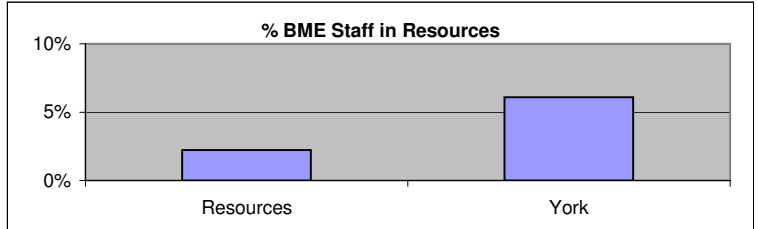
Chief Executive's		
	Number	%
Black and Minority Ethnic Staff	6	3.1%
White UK staff	185	96.9%
Total known	191	100.0%
Not Known	3	1.5%



Key Issue:
Chief Executive's does not employ enough BME staff.

Key Action:
Chief Executive's will offer "positive action" student and training placements to school , FE and HE students each year.

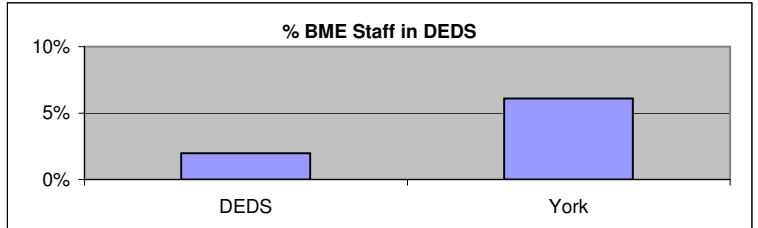
Resources		
	All posts	Top 5%
Total BME Staff	8	2.2%
White UK staff	353	97.8%
Total known	361	100.0%
Not Known	1	0.3%



Key Issue:
Resources does not employ enough BME staff.

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

DEDS		
	All posts	Top 5%
Total BME Staff	10	2.0%
White UK staff	494	98.0%
Total known	504	100.0%
Not Known	1	0.2%

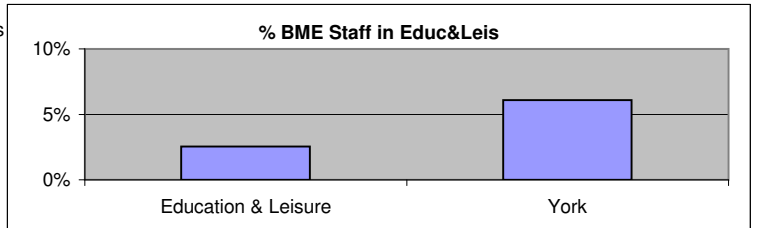


Key Issue:
DEDS does not employ enough BME staff. The pattern is not even across the directorate, with some divisions having no BME staff at all.

Key Action:
DEDS will identify vacancies and positive action training placements that could be proactively advertised to BME communities in York

Education & Leisure		
	All posts	Top 5%
Total BME Staff	98	2.5%
White UK staff	3749	97.5%
Total known	3847	100.0%
Not Known	340	8.1%

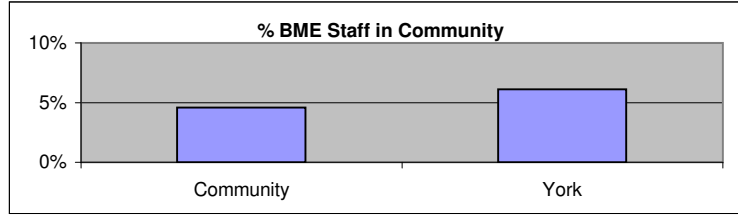
incl schools



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

Key Action:
Raise awareness of schools about what the statistics are showing us about BME staff and seeking ways in which we can encourage more applications.

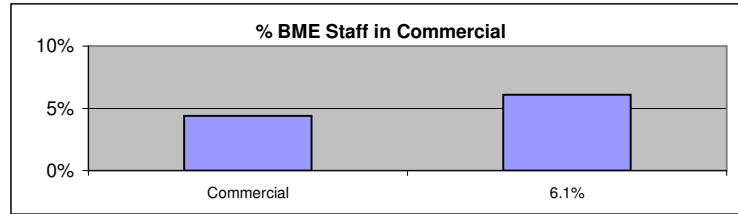
Community		
	All posts	Top 5%
Total BME Staff	69	4.6%
White UK staff	1434	95.4%
Total known	1503	100.0%
Not Known	13	0.9%



Key Issue:
Community services do not employ enough BME staff (although better than the Council as a whole).

Key Action:

Commercial		
	All posts	Top 5%
Total BME Staff	35	4.4%
White UK staff	762	95.6%
Total known	797	100.0%
Not Known	5	0.6%



Key Issue:
Commercial services do not employ enough BME staff (although better than the Council as a whole).

Key Action: