

Freedom of Information Act 2000

Your request for information has now been considered and the Council's response to your questions is shown below.

You asked:

I would be grateful if you could provide me with the following information in accordance with the Freedom of Information Act 2000.

Please tell me:

How many of the council's direct employees are male and female?

Answer:

Male - 2889

Female – 4202

How many of the council's departmental directors are male or female?

Male - 7

Female - 9

What is the average (median) gross salary of council employees who are male or female?

Male – 21,734

Female – 21,413

How many of the council's employees on a salary over £75,000 are male or female?

Male - 8

Female – 12

How many of the council's direct employees for which it holds relevant information describe themselves as:

White British (including English, Scottish, Welsh and Irish sub-classifications) - 4215

Any other minority ethnic group - 2296

How many of the council's departmental directors are:

White British (including English, Scottish, Welsh and Irish sub-classifications) - 13

Any other minority ethnic group – 1

What is the average (median) gross salary of council employees who are:

White British (including English, Scottish, Welsh and Irish sub-classifications) - 22,443

Any other minority ethnic group – 19,890

How many of the council's employees on a salary over £75,000 are:

White British (including English, Scottish, Welsh and Irish sub-classifications) - 13

Any other minority ethnic group – 1

What proportion of council employees promoted in the last year were:

White British (including English, Scottish, Welsh and Irish sub-classifications)

Any other minority ethnic group

Female

All council posts are advertised and go through competitive selection and interview process, we do not have a automatic promotion policy. As such this question is not applicable.

What proportion of council employees to have their contract terminated as a result of disciplinary action in the last year were:

White British (including English, Scottish, Welsh and Irish sub-classifications) -54%
Any other minority ethnic group – 35%
Female – 46%

What formal targets or strategies are in place within the Council to improve the representation of women and ethnic minorities in senior positions, and what progress has been made in the last year.

Top 5% earners	Actual 2013/14	2014/15 Target
Female	59%	60%
BME	17%	18%
Disabled	7%	7.5%

Examples of actions being taken are include:

Step Up Scheme for unemployed young people (19 -24 years of age)
Providing apprenticeships and intern positions (general and targeted)
Recruiting Graduate Project Officers
Promoting the Council as an employer at schools and work fairs
Facilitating community volunteer training
Work experience
Mentoring schemes – both general and targeted (e.g. women / BME)
Supporting people into training and work
Women into Construction events
Leicester to Work Scheme
Using the Personal Development and Review process to establish individual aspirations and seek to support staff.

What weight the Council gives to the equality and diversity policies and records of organisations bidding for grants or contracts to deliver services as part of the tendering process, and what monitoring takes place in this area, if any.

Leicester City Council is fully committed to all legislation regarding equality and diversity. Our Equality and Diversity policy recognises the rights of all individuals to equality of opportunity, equality of access and freedom from discrimination.

Bidding process is different between grants and contracts.

During the procurement process, the requirement to meet the standard for equality and diversity will depend on the nature and purpose of each contract, and the standard required will be indicated at the start of a contract, tender or quotation exercise.

If it is the restricted procedure being used for the procurement exercise, in some instances, equality and diversity can be scored and it's weighting varies dependent on the service requirements, e.g. the weighting of diversity and equality section in a community based service contract will be higher than that of in a goods and supply contract. In other instances, equality and diversity section can be a pass/fail, for example, we may ask bidders if they have an equality and diversity policy as the minimum requirement.

The legislation allows you to use the information supplied for your own personal use, or for journalistic purposes. If the information is a dataset (which does not relate to the environment), you may also use the information for commercial re-use under an [Open Government Licence](#).

If you are dissatisfied with the handling of your request please write to:

**Information Governance Manager
Information and Support
Leicester City Council
Bosworth House
9 – 15 Princess Road West
LEICESTER LE1 6TH**
e-mail: info.requests@leicester.gov.uk

Your request for internal review should be submitted to the above address within 40 (forty) working days of receipt by you of this response. Any such request received after this time will only be considered at the Council's absolute discretion.

You may also seek independent advice from the Information Commissioner at:

**Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow SK9 5AF
Telephone: 01625 545 700**
www.informationcommissioner.gov.uk

Please be aware that the Information Commissioner does not normally consider requests until the internal appeals process of the Council has been exhausted. You are therefore advised to appeal to the Information Governance Manager before contacting the Commissioner.