

REPORT TO: TAYSIDE VALUATION JOINT BOARD – 21 JUNE 2021

REPORT ON: MAINSTREAMING EQUALITY REPORT

REPORT BY: ASSESSOR

REPORT NO: TVJB 7-2021

1 PURPOSE OF REPORT

1.1 The purpose of this report is to present the draft Mainstreaming Equality Report to the Joint Board and to report on progress made towards achieving equality outcomes.

2 RECOMMENDATIONS

2.1 It is recommended that the Joint Board approves the draft Mainstreaming Equality Report attached as an Appendix to this report.

3 FINANCIAL IMPLICATIONS

3.1 None.

4 POLICY IMPLICATIONS

4.1 This report has been screened for any policy implications in respect of Sustainability, Strategic Environment Assessment, Anti-Poverty and Equality Impact Assessment. There are no major issues.

5 BACKGROUND

5.1 The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a specific duty on public authorities to:

- Publish a report on the progress it has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
- Assess the impact of proposed new or revised policies and practice against the needs of the general equality duty.
- Publish a set of equality outcomes which it considers will enable it to better perform the Equality Duty.
- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees.
- Publish gender pay gap information. Tayside Valuation Joint Board has more than 20 employees and therefore must comply with this duty with effect from April 2017.
- Publish a statement on equal pay and occupational segregation. Tayside Valuation Joint Board has between 20 and 150 employees and is therefore obliged to publish a statement on equal pay in respect of sex, race and disability from April 2021.
- Consider award criteria and conditions in relation to public procurement.
- Publish its equality reports in a manner that is accessible to the public.
- Report bi-annually on the progress made to achieve the equality outcomes.

5.2 The Joint Board last approved a Mainstreaming Equality Report at the meeting on 26 June 2017.

- 5.3 A new draft Mainstreaming Equality Report is attached an Appendix to this report. This includes details of the progress made towards achieving equality outcomes and sets out the equality outcomes towards which progress will be monitored over the next four years. Statistical information concerning gender pay gap analysis and the breakdown of the employees in grade as at 31 March 2021, together with detailed analysis of applicants and successful candidates for positions advertised during the years 2019 - 2021 are also included.
- 5.4 The Assessor will continue to analyse, monitor and publish equalities information as required and will report bi-annually to the Board on progress made to achieve equality outcomes.

6 CONSULTATIONS

- 6.1 The Clerk and Treasurer to the Board, and the Head of Human Resources, Dundee City Council, have been consulted in the preparation of this report.

7 BACKGROUND PAPERS

- 7.1 None.

Alastair Kirkwood
Assessor

June 2021

TAYSIDE VALUATION JOINT BOARD



MAINSTREAMING EQUALITY REPORT 2021 - 2025

1 INTRODUCTION

Tayside Valuation Joint Board (the Board) and the Assessor for Tayside Valuation Joint Board (the Assessor) continue to be fully committed to embracing and implementing the principles and ethos of the Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

By fully adopting the principles and ethos of the Equality Act 2010, the Board provides all electors, rate payers, council tax payers and its own staff a service provision, culture and working environment which is free from unlawful discrimination, harassment, victimisation and where all members of our community have equal opportunities and treat each other with dignity and respect.

The Equality Act 2010 (the Act) placed a general equality duty on public authorities to pay due regard to the need to:

- eliminate discrimination;
- advance equality; and
- foster good relations across the range of protected characteristics.

The general equality duty expanded the range of those protected under equality legislation to include characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The equality duty also covers marriage and civil partnerships with regard to eliminating unlawful discrimination in employment.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 places a specific duty on public authorities to:

- Publish a report on the progress it has made to make the equality duty integral to the exercise of its functions so to better perform that duty.
- Publish a set of equality outcomes which it considers will enable it to better perform the Equality Duty.
- Assess the impact of proposed new or revised policies and practice against the needs of the general equality duty.
- Publish a report on the composition, recruitment, development and retention of employees with respect to the number and relevant protected characteristics of employees.
- Publish gender pay gap information before 30 April each year. Tayside Valuation Joint Board has more than 20 employees and therefore must comply with this duty.
- Publish a statement on equal pay and occupational segregation between men and women employees. Tayside Valuation Joint Board has between 20 and

150 employees and is therefore obliged to publish a statement on equal pay in respect of, race and disability.

- Consider award criteria and conditions in relation to public procurement.
- Publish its equality reports in a manner that is accessible to the public.
- Report biennially on the progress made to achieve the equality outcomes.

2 MAINSTREAMING THE EQUALITIES DUTY

The Board will continue to work towards achievement of the following aims:

- to analyse the disability, gender and race profile of the current workforce and to implement an action plan to redress any imbalances found,
- to ensure that all employees are trained in how to implement this scheme as is relevant and appropriate to their jobs,
- to assess and consult on the likely impact of the Board's policies on the promotion of equality,
- to monitor the Board's existing and proposed policies for any adverse impact on the promotion of equality, and
- to ensure public access to information and services

How the equality priorities and functions have been set

The Board has in place arrangements for monitoring, by reference to disability, sex, race and age, and other protected characteristics, the numbers of staff in post, and by race sex and disability the number of applicants for employment, training and promotion.

The Board currently fulfils its responsibility to monitor the required areas and the results will continue to be published biennially by the Assessor.

The Clerk and the Treasurer to the Board and their respective staff are employees of Dundee City Council and will be subject to its monitoring processes.

The functions of the Board and Assessor are acknowledged to be of a limited nature as prescribed by legislation.

The core service functions of maintenance of the Valuation Roll and the Council Tax List have outcomes that are related to the inspection and valuation of property and therefore have no direct impact on the need to eliminate discrimination, advance equality and foster good relations across the range of protected characteristics. As Electoral Registration Officer for Angus and Perth & Kinross Councils the Assessor reports annually to the Electoral Commission against the performance standards the Commission has set.

The Assessor conducts an annual review of customer satisfaction. The forms that are used ask customers to comment, among other things, on the accessibility of information and the ease of access to the Board's premises. As part of this process the Assessor seeks information from the customers as to their age, gender, disability, race and ethnic origin in order to identify any equality issues relating to service provision.

Complaints

In its scrutiny role, the Board is required to keep itself informed as to the manner in which the Assessor deals with operational matters and to this end it receives periodic reports from the Assessor on matters relating to policies and operations of the organisation and its performance, including any complaints received.

Appointments

A Recruitment and Selection procedure was introduced in 2010. This was updated in line with current legislation in 2016 and includes a section on equality employment legislation.

The Board operates a guaranteed job interview scheme for people with a disability who meet the requirements of the person specification for the particular post applied for.

The Board's Policies

The Board believes that its policies in relation to standing orders, financial regulations and agreed procedures are applied in a fair and consistent manner and are in no sense inherently unfair. All policies continue to be screened for adverse impact on equality groups and a full Equality Impact Assessment (EQIA) completed where appropriate.

Equalities Monitoring

Tayside Valuation Joint Board are continuing to monitor its staff and applicants for posts, in relation to selection and recruitment, promotion, grievances, disciplinary action, ceasing employment, applying for and receiving training in respect of ethnic origin, gender, disability and age. The Tayside Valuation Joint Board will continue to work towards improving the level of responses by existing and new staff by engaging with staff representatives and communities of interest to identify barriers and make recommendations for action.

Training

The Board has identified and put in place arrangements for training its employees in relation to its duties to promote positive attitudes to equality issues.

All staff in post in January 2007 attended a training course on equality diversity and in 2008/09 training was given on the use of Evacuation Chairs. Following the relocation of the Dundee and Forfar offices to William Wallace House Forfar, the training on the use of Evacuation Chairs was to be refreshed but has been delayed due to the ongoing coronavirus pandemic. Arrangements will be made to undertake this once staff return to office based working.

All managers involved in the recruitment and selection procedure attended a two day course delivered by Personnel Department of Dundee City Council in February 2010. and this was extended to include new staff in relevant roles in 2015. A further programme will be scheduled to take place once normal working resumes following the coronavirus pandemic.

The Board's employees have all undertaken the Dundee City Council Equality and Diversity Awareness e-learning programme. The induction programme includes information on equality issues and all new starts undertake the Equality and Diversity Awareness e-learning programme.

Involving Communities of Interest in Developing the Report

The Board has previously sought the views of people with disabilities by means of questionnaires issued in person, by email, and by post to individuals and organisations representing people with disabilities. Due to the lack of contact with the public during 2020 and to date, these have not been issued most recently.

From the questionnaires returned, no specific actions were identified as being required. The Board, however, recognises the need for regular review and in this respect, in addition to consulting with Dundee City Council's Equality and Diversity Co-ordinator, the equalities monitoring carried out in conjunction with the ingathering of information through the customer questionnaires is reviewed to ensure that the Board considers all protected categories and continues to develop the report.

In developing its Mainstreaming Report, the Board acknowledges its small size which makes consultation exercises difficult. Steps have therefore been taken to involve the Tayside Valuation Joint Board with Dundee City Council's Equality and Diversity Co-ordinator to facilitate community consultation ensuring equality good practice and avoiding unnecessary duplication of work for those organisations and individuals asked to participate in the consultation exercise.

Publicity

The Board is required to identify the arrangements it will make to publish the results of any assessments, consultations and monitoring carried out to establish whether its policies have any impact on equality. The Board is bound by and complies with the requirements of the Local Government etc. (Scotland) Act 1994, and the Freedom of Information (Scotland) Act 2002 in respect of access to information. Anything that might reasonably be regarded as a new policy will be the subject of a public report to the Board, as will the results of any monitoring of the impact of policies.

The Board is also required to identify the arrangements it will make for ensuring public access to the information and services it provides. The Board has drawn upon the expertise of its constituent authorities in this matter and promotes action to improve public awareness.

This Report will be published and circulated to all members and officers. It will also be brought to the attention of all employees and will be made available to them through the Board's internal intranet. Copies will be available from the Assessor at Floor 1 William Wallace House, Orchard Loan, Orchardbank Business Park, Forfar DD8 1WH. The Scheme will also be placed on the Board's web-site at www.tayside-vjb.gov.uk . Translations may be obtained using the services of locally identified translators or through services accessed outwith the area.

The document will also be available in alternative formats, e.g. Easy to Read, Large Print, Braille, audio tape, on request.

Duration and Review

This report is intended to cover the period from April 2021 to March 2025. An update report identifying progress made towards mainstreaming equality issues will be presented to the Board in June 2023. The Board may, if considered appropriate, review the Report and Equality Outcomes or any part of them at an earlier date in response to comments made from individuals or organisations or consultations with other bodies.

3 EMPLOYEE EQUALITY MONITORING

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 requires all listed public authorities to take steps to gather information on the composition of the authority's workforce and information on recruitment, development and retention of employees relating to the relevant protected characteristics.

The public sector equality duty covers the following characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The purpose of the legislation is to ensure that public authorities:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not and
- Foster good relations between people who share a protected characteristic and those who do not.

Appendices 1-3 to this report detail the employee information collected in respect of job applicants and staff in post during 2019 - 2021. Appendix 4 details additional information on the protected characteristics obtained from a March 2021 survey of all employees.

4 PROGRESS MADE TO ACHIEVE EQUALITY OUTCOMES SINCE 2019

Report on Outcome 1

The gender segregation in our staff Professional/Technical roles is improved.

The changes brought about by staff leaving the organisation and (where resources allow) those positions being replaced has meant that the overall number of staff employed by Tayside Valuation Joint Board (TVJB) reduced from 65.5 FTE members of staff in 2017 to 61.2 FTE members of staff as at 31 March 2019. Due to increased employment to meet changes to the system of Non Domestic Rates, we now, in 2021, have 66.5 FTE staff, of which 29.5 (44.3%) are male FTE employees and 37 (55.6%) are female FTE employees, the overall balance being stable since 2019.

The Clerical and Administration staff gender balance and numbers employed remains biased towards female staff as there has, again, been little to no movement in staff during the period. The balance among clerical staff is 90% female. Short term temporary clerical staff, although not reported in these statistics were employed at a rate of 40% male and 60% female, and the contrast between those numbers reflects the extent to which the gender imbalance in the permanent staff in this section represents a largely unchanged workforce.

The movement towards gender equality in the last reporting period was within the professional and technical staff, and the ratios in that section, although broadly similar have moved slightly back towards being primarily male. We now employ 26.5 male FTE employees (71%) and 11 female FTE employees (29%) in professional and technical roles.

There have been a total of twenty four vacancies advertised externally by TVJB since our last report was published in 2019. Of the total of twenty four, ten vacancies arose for temporary clerical and administration staff, and the remaining fourteen for professional & technical staff. These vacancies were all advertised on the My Job Scotland website with a link on the Board's website. All advertisements clearly state Tayside Valuation Joint Board's commitment to Equal Opportunities.

The applications for clerical posts and technical / professional posts continue to show a strong bias towards female applications for clerical posts and male applications for technical and professional posts. Of technical posts advertised 75% of applicants were men whereas for clerical posts only 36% of applicants were men. However successful

candidates were respectively 69% men for technical / professional posts and 40% for clerical. This demonstrates, within the context of the applications received, progress towards addressing this outcome. It is also worthy of note that among the main-grade chartered surveyor posts (Trainee Valuer / Valuer / Senior Valuer) the gender split is now exactly 50% male and 50% female, which suggests that the overall gender balance in this particular area has normalised.

Appendix 1 shows the breakdown of the numbers of applicants for each post by ethnic origin, including the successful candidates. Appendix 2 shows the breakdown of the numbers of applicants for each post by gender and disability, including the successful candidates.

Progress reflected by the total numbers suggests advances remain a long term aim. However, the profile of temporary staff and the balance of success rates in staff appointed compared to applicant profile, gives cause for optimism that, as changes in the workforce continue that we can continue to redress the balance.

Report on Outcome 2

To ensure our services meet the needs of all protected characteristic communities.

TVJB sends customer questionnaires to as many of its customers as possible. The results are analysed on an annual basis and reported to the Board in August of each year.

The reports produced since the last equality outcomes were published continue to show a high degree of customer satisfaction with the service provided. There have been no criticisms, complaints or negative feedback identified that are attributable to failure to meet the needs of customers in protected characteristics categories.

However, it is noted that during the last 12 months it has not been possible to issue questionnaires due to the pandemic - reduced interaction and the move to third party mail scanning has meant that anonymity in responses could not be guaranteed. Although this has limited our responses no issues have been reported by staff through less formal feedback and I am confident that we are continuing to provide an appropriate service to all communities.

Previous reports had noted the inaccessibility of one of our offices to wheelchair users. This situation was resolved through the move of our Dundee and Forfar offices to a new location at William Wallace House Forfar.

TVJB provides the Electoral Registration service for Angus and Perth & Kinross Councils. In this role TVJB's performance is monitored on a regular basis by the Electoral Commission (EC). The EC ingather statistical information which is matched against a set of performance standards and reports are published as appropriate.

Our duty is to register all persons in the community who are eligible. Particular initiatives target groups who are traditionally under represented on the electoral register and some of these groups will be people who fall within protected characteristic categories. During the past two years, though restricted by the pandemic, we have continued to work with colleges, care homes and ethnic minority support groups. We have used press releases, radio advertising, website messages and Twitter to encourage electoral registration and return of the annual canvass form.

Whilst the recent issue of universal household notifications encouraging postal voting in advance of the 2021 Elections to the Scottish Parliament has addressed issues of accessibility peculiar to the current global pandemic, they may also, in the longer terms

encourage greater participation among voters for whom accessibility, is or may become, an issue. We have employed temporary staff to deal with this widening of postal voting. We matched the promotion of postal voting through social media.

We have actively promoted, through our social media, and through our website, the recent widening of the electoral franchise in Scotland to include foreign nationals and certain categories of prisoners as a supplement to the publicity issued through central authorities.

At the time of our annual canvass, statutory forms were sent to all households and individuals. Non-responses are normally followed up with a personal visit and "calling cards" encouraging registration are left in addition to the statutory forms however, in response to the pandemic the follow up annual canvass in 2020 was undertaken by means of remote contact, primarily by telephone.

The Board's website has migrated to a new site which offers updated translation services and provides user advice on accessibility of the website for the visually impaired.

I believe that despite the challenges created by the pandemic, positive progress continues to be made towards achieving equality outcome 2.

5 TAYSIDE VALUATION JOINT BOARD EQUALITY OUTCOMES 2021 - 2025

Outcome 1

Improve the segregation between sexes in our staff Professional/Technical roles.

Basis

The 2021 analysis of our current workforce shows that we have 29 FTE members of staff employed in clerical and administration roles which is heavily biased at 90% female. The gender imbalance within this group is evident when compared with the 56% female / 44 % male division across the whole workforce.

Within the 37.5 professional and technical members of staff there are 26.5 male members of staff (71%) and 11 female members of staff (29%). This represented progress and was better than at 2017. The resolution of this remains a long term issue.

Action Plan

The plan is to encourage more applications from male applicants for clerical and administrative roles and, vice versa, to encourage more applications from female applicants for professional and technical roles. In each instance, whilst recognising that a female bias towards clerical and administrative roles and a male bias towards professional & technical roles is reflective of society in general, the action plan is to:-

- 1 Work with staff to remove stereotypical views of gender suitability for these roles.
- 2 Consult with appropriate bodies and investigate ways of attracting more men and women respectively to these roles.

Aim

The aim is to address the imbalance in clerical and administrative roles and employ more women in professional & technical roles and more men in clerical roles. In measuring progress to achieving this aim it must be recognised that Tayside Valuation Joint Board is a relatively small organisation with an establishment amounting to 70

staff in total. Turnover of staff is limited and the aim remains a medium to long term development.

Outcome 2

To ensure our services meet the needs of all protected characteristic communities.

Basis

Internal analysis of “Customer Questionnaires” has not identified any reported problems with public access to any of our offices, although it is noted that parts of the Perth office are inaccessible to wheelchair users.

The Electoral Commission continue to report that, in terms of Electoral Registration, under registration is notably higher than average among 17-24 year olds, private sector tenants, and black and minority ethnic British residents.

Further information from Dundee City Council shows that people in protected characteristic communities need:

Accessible information on services
Staff trained in communication skills
Community confidence

Action Plan

The plan is to continue to undertake a regular customer feedback survey and to request equalities information from those completing the forms in order to identify any areas of inequality. The unexpected duration of the pandemic may require measures to receive this feedback in a secure but appropriate form.

To maintain and where possible expand disabled access for all offices. With premises in Perth likely to be considered during the duration of this report accessibility will be a significant consideration in the process of balancing options in that regard.

To continue to undertake and build upon the following activities to encourage people to register to vote:

- Liaison with the local authority Education Departments to obtain the names and addresses of young people eligible to be added to the Electoral Register
- Attendance of staff at local college fresher events to promote registration.
- Work with the local black and minority ethnic community groups to promote registration.
- Contact local landlords and agents to obtain tenants information so that registration forms can be sent out.

To continue to review our communications, including letters, forms and information on our website, to see if we can use plainer and less technical language.

We will use our staff development review process to provide staff with appropriate training in equalities issues and communication skills.

Aim

That the accessibility of our services to all our customers is increased.

Increased registration from currently under-represented groups.

6 EMPLOYEE PAY GAP INFORMATION

6.1 GENDER PAY GAP

Tayside Valuation Joint Board has a duty to publish information on the percentage difference among its employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime),

The following information is based on the employees who were in post on 31 March 2021, but for the purpose of long term comparison excludes temporary staff in post at date on short term contracts.

TVJB has 29.5 male employees with an average hourly rate of pay of £21.09 and 37 female employees with an average hourly pay of £13.57.

The mean (average) gender pay gap is therefore:

$$£21.09 - £13.57 = £7.52$$

$$£7.52 / £21.09 = 0.3566 \times 100 = 35.7\%$$

The median gender pay gap is obtained by arranging the hourly rates in descending order for both male and female employees and selecting the mid-point of each range.

The median gender pay gap calculation is:

$$£17.55 - £10.95 = £6.60$$

$$£6.60 / £17.55 = 0.376 \times 100 = 37.6\%$$

When the hourly rates of all employees are ranked in descending order the division of male and female employees across each quartile range is as follows:

Upper Quartile – male 72%, female 28%

Upper Middle Quartile – male 59%, female 41%

Lower Middle Quartile – male 24%, female 76%

Lower Quartile – male 17%, female 83%

6.2 ETHNIC PAY GAP

The average hourly pay by ethnic origin is divided as follows.

Non-white employees average hourly pay is £16.52 per hour which compares to the average hourly pay of £16.80 for all employees (the figure is the same for white employees) and is above the overall median of £14.18.

Being above the median this level of pay is within the second top quartile ordering hourly pay from lowest to highest.

The mean (average) ethnicity pay gap is therefore:

$$£16.80 - £16.52 = £0.28$$

$$£0.28/16.80 = 1.6\%$$

6.3 DISABILITY PAY GAP

The average hourly pay among staff who reported as having a disability is as follows.

Overall average hourly pay among staff with a disability is £11.81 per hour which compares to the average hourly pay of £17.18 for all employees who have not identified as disabled. The median among staff with a disability is £10.34 compared with the overall median of £15.57 among those without.

The mean (average) disability pay gap is therefore:

$$£17.18 - £11.81 = £5.37$$

$$£5.37/£17.18 = 31.2\%$$

The median disability pay gap calculation is:

$$£15.57 - £10.34 = £5.22$$

$$£5.22/£15.57 = 33.5\%$$

7 STATEMENT ON EQUAL PAY

TVJB is committed to equal pay for men and women doing the same or broadly similar work within the organisation.

The differences in male and female pay, as highlighted in section 6 above, remains largely due to the degree of occupational segregation that persists in the Assessor's service, and progress on which is reported above. I am pleased to report that the mean gender pay gap has been reduced, since March 2019 and that the median pay gap has also reduced. The distribution among pay scales by sex has also improved particularly with female pay better represented in the top middle quartile.

The ethnic pay gap is reported for the first time and thus has no basis of comparison to indicate progress. The pay level shows a degree of parity however, and compares favourably with statistics for Scotland as a whole as published by the ONS.

Disability – The pay gap in this category is reported for the first time and is acknowledged to be significant. It is anticipated that a more even balance can be achieved going forward to the next mainstreaming report.

As at 31 March 2021, the Board had 66.5 FTE employees. 37.5 of these are employed on professional grades and are predominantly (70%) male. 29 employees are on clerical and administration grades and are predominantly (90%) female.

Alastair Kirkwood
Assessor and Electoral Registration Officer
Tayside Valuation Joint Board

TAYSIDE VALUATION JOINT BOARD
APPLICATIONS RECEIVED AND SUCCESSFUL CANDIDATE BY ETHNIC ORIGIN - 2019

Division	No of Application Forms rec'd	No of Equal Opportunity Forms rec'd	APPLICANTS							SUCCESSFUL CANDIDATE						
			* Ethnic Origin							* Ethnic Origin						
			A	B	C	D	E	F	G	A	B	C	D	E	F	G
Post Title																
Clerical Officer, Perth	56	56	50	1	4				1	1						
Trainee Technician / Technician, Dundee	36	36	34		1				1			1				
Principal Valuer (Internal) x 3	7	6	6							3						
Graduate Trainee Valuer (x2 Forfar x2 Perth)	11	11	7		2	1	1			2		1				
Valuer, West	2	2	2							1						
Trainee Technician / Technician, West (2 posts)	27	26	23	1				2		2						
Trainee Technician / Technician, East (2 posts)	29	28	28							2						
Trainee Valuer, West	11	11	7				1	2	1							1
Not completed																

* Ethnic Origin

- A White
- B Mixed of Multiple Ethnic Group
- C Asian (including Scottish/British)
- D African
- E Caribbean or Black
- F Arab
- G Prefer not to answer

TAYSIDE VALUATION JOINT BOARD
APPLICATIONS RECEIVED AND SUCCESSFUL CANDIDATE BY ETHNIC ORIGIN - 2020

Division	No of Application Forms rec'd	No of Equal Opportunity Forms rec'd	APPLICANTS							SUCCESSFUL CANDIDATE						
			* Ethnic Origin							* Ethnic Origin						
			A	B	C	D	E	F	G	A	B	C	D	E	F	G
Post Title																
Not completed		2														

* Ethnic Origin
A White
B Mixed of Multiple Ethnic Group
C Asian (including Scottish/British)
D African
E Caribbean or Black
F Arab
G Prefer not to answer

TAYSIDE VALUATION JOINT BOARD
APPLICATIONS RECEIVED AND SUCCESSFUL CANDIDATE BY ETHNIC ORIGIN - 2021

Division	No of Application Forms rec'd	No of Equal Opportunity Forms rec'd	APPLICANTS							SUCCESSFUL CANDIDATE						
			* Ethnic Origin							* Ethnic Origin						
			A	B	C	D	E	F	G	A	B	C	D	E	F	G
Post Title																
Clerical Officer (Temporary), East 4 posts	46	46	43		1	1			1	4						
Clerical Officer (Temporary), West 6 posts	46	46	44						2	6						

* Ethnic Origin
A White
B Mixed of Multiple Ethnic Group
C Asian (including Scottish/British)
D African
E Caribbean or Black
F Arab
G Prefer not to answer

Appendix 3

EMPLOYEES IN GRADE BY ETHNIC ORIGIN, GENDER AND DISABILITY (as at 31 March 2021)

Division: TAYSIDE VALUATION JOINT BOARD

RACIAL GROUP	CLERICAL/ADMIN			PROFESSIONAL/TECHNICAL			CHIEF OFFICERS			TOTAL		
	M	F	Disability	M	F	Disability	M	F	Disability	M	F	Disability
<i>White:</i>												
Scottish	2	23	5	15	9	0	2			19	32	5
English												
Welsh												
Other British				1	2	0				0	3	0
Irish												
Any other White background												
<i>Mixed:</i>												
Any Mixed background												
<i>Asian, Asian Scottish, Asian English, Asian Welsh or other Asian British:</i>												
Indian												
Pakistani												
Bangladeshi												
Chinese					1							
Any other Asian background												
<i>Black, Black Scottish, Black English, Black Welsh or other Black British:</i>												
Caribbean												
African												
Any other Black background												
<i>Other Ethnic background:</i>												
<i>No answer</i>				5	1					5	1	

Results from Employee Equality & Diversity Monitoring Survey - March 2021
Tayside Valuation Joint Board Employees broken down by

Age

Age	2021 Return	
	Tayside Valuation Joint Board	%
< 20	1	1.8
21 - 30	3	5.5
31 - 40	8	14.5
41 - 50	14	25.5
51 - 60	25	45.5
61 - 70	3	5.5
No Entry	1	1.8

Disability

Disability	2021 Return	
	Tayside Valuation Joint Board	%
Yes	5	9
Physical or Motor Impairment	1	1.8
Mental Health Problem		
Learning Difficulties/Disabilities		
Hearing Impairment - Full/Partial		
Visual Impairment - Full/Partial		
Multiple Disabilities		
Other Chronic Condition or Disability	2	
Unspecified	1	
Yes - No Entry	1	1.8
No	50	91
No Entry		

Ethnic Origin

Ethnic Origin	2021 Return	
	Tayside Valuation Joint Board	%
White	54	98
Indian		
Pakistani		
Bangladeshi		
Other Asian		
Chinese		
Black		
Any Mixed Background	1	2%
Other Ethnic Group		
No Entry		
Unspecified		

Gender

Gender	2021 Return	
	Tayside Valuation Joint Board	%
Male	20	36
Female	35	64
Transgender	0	
No Entry		

Religious Belief

Religious Belief	2021 Return	
	Tayside Valuation Joint Board	%
No Religion	21	39
Church of Scotland	25	41
Roman Catholic	3	10.1
Other Christian	1	3.3
Buddhist		
Hindu		
Humanist	1	1.6
Jewish		
Muslim		
Sikh		
Another Religion		
No Entry	1	
Prefer not to Answer		

Sexual Orientation

Sexual Orientation	2021 Return	
	Tayside Valuation Joint Board	%
Bisexual	1	1.8
Gay		
Hetrosexual/Straight	52	94.6
Lesbian		
No Answer	2	3.6