

Staff ethnic minority analysis

Equal Opportunities Policy Statement

The Millennium Commission is committed to equal treatment for all in the recruitment and development of staff, redundancy selection, pay and benefits, general conditions of employment and implementation of all its policies and procedures. We believe that all individuals should be treated fairly on merit, regardless of their sex, sexual orientation, marital status, race, colour, religion, nationality, national or ethnic origin, age or disability.

General duty of the Millennium Commission

The Race Relations Act 1976 (as amended by the Race Relations (amendment) Act 2000) puts a general duty on public bodies to promote race equality and good race relations. This means that the Millennium Commission must have due regard for the need to eliminate unlawful racial discrimination, promote equality of opportunity and promote good relations between people of different racial groups. In addition to the general duty, the Millennium Commission is bound by the employment duty to promote race equality.

Specific duty on employment

The specific duties on employment are designed to provide a framework for measuring progress in equality of opportunity in public sector employment. In order to meet the specific duty on employment, The Millennium Commission undertakes the following ethnic monitoring:

- breakdown of current staff by ethnic category
- breakdown of all applicants applying for jobs internally and externally, by ethnic category
- breakdown of training undertaken by staff by ethnic category
- breakdown of internal promotion of staff by ethnic category

There is a requirement for the Commission to publish the results of this monitoring each year and the following information gives you a breakdown for the financial year 2004-05.

In order to prevent any form of unlawful discrimination, the Millennium Commission additionally undertakes the following:

- ensuring all staff have access to a full range of vacant posts through internal advertising methods
- ensuring all interviews, internal and external are carried out in a fair and consistent manner and that applicants are assessed on ability and relevant skills and knowledge only.
- regular review of its equal opportunities policies and training for all staff in the understanding and implementation of such policies
- reviews of all criteria used in respect of redundancy selection, to ensure that no unlawful discrimination takes place and that staff are assessed on capability, skills and knowledge
- monitoring of resignation rates and reasons for leaving through exit interviews, to ensure no evidence of discriminatory behaviour has taken place.

Training taken 2004-05 - % breakdown by ethnic group

1. Training was taken by 45 employees
2. 183 courses were taken
3. This is an average of 4 courses per employee

The total number of staff who have undertaken LESS THAN the average number of courses is 24.

%	Indian	African	Caribbean	Chinese	Asian	White	No Reply	No. Staff
2004/05	0.0	8.3	4.2	0.0	0.0	87.5	0.0	24
2003/04	6.3	6.3	6.3	3.1	3.1	75.0	0.0	32
2002/03	7.4	0.0	0.0	0.0	0.0	77.8	14.8	27

The total number of staff who have undertaken the average number of courses is 4.

%	Indian	African	Caribbean	Chinese	Asian	White	No Reply	No. Staff
2004/05	0.0	0.0	0.0	0.0	25.0	75.0	0.0	4
2003/04	0.0	0.0	0.0	0.0	0.0	100.0	0.0	3
2002/03	0.0	9.1	0.0	0.0	0.0	90.9	0.0	11

Training taken 2004-05 - % breakdown by ethnic group cont...

1. Training was taken by 45 employees
2. 183 courses were taken
3. This is an average of 4 courses per employee

The total number of staff who have undertaken MORE than the average number of courses is 17.

%	Indian	African	Caribbean	Chinese	Asian	White	No Reply	No. Staff
2004/05	0.0	5.9	5.9	5.9	5.9	76.5	0.0	17
2003/04	6.3	12.5	0.0	0.0	6.3	75.0	0.0	16
2002/03	3.4	6.9	6.9	3.4	3.4	69.0	6.9	29

Promotions 2004-05 - % breakdown by ethnic group

Two employees have been internally promoted between 1 April 2004 and 31 March 2005. Both employees were white.