

SURVEY OF EQUALITY IN EMPLOYMENT AT WEALDEN DISTRICT COUNCIL

Application survey

The application survey was attached to all application forms sent out for 16 different posts. The main reason for the survey was to find out if there were any problems with access to employment.

Summary of comments on the application survey

Problems with access to the application process

There were 6 people out of 120 who replied with problems as listed below.

One person had problems printing the application form and two dyslexic people needed help with completing it. One person had a problem with the consistency of the font size and another person's form did not arrive and they spoke with a member of staff who helped them. The final person gave no reason.

Comments on the Application Survey 2007

Did you experience any problems with access to the application process?

- I found the application form took longer to fill in than necessary because there wasn't a consistency with the font type/size and I had to keep adjusting it.
- 2 pages printed with the lines slightly jumbled, I tried to print several times and the same thing happened.
- Dyslexia – wife helped me.
- I am dyslexic and cannot read or write very well so have to have help filling in the form.
- I telephoned for application form which did not arrive by post, probably due to postal service. I spoke to Lauren Miles by telephone who was very helpful.
- No reason given.

Please indicate any changes/improvements you would suggest to the information we provide or any other aspects of the application process

- Improve format of electronic form so that this is easier to access / print.
- Driving Licence classes re: LGV (from Recycling Operative application).
- Consider keeping recent applications so no need to complete another form if applying for more than 1 job.

- More personal interviews.
- Why no date of birth box? Does paper have to be so thick?
- Post very bad – paper application form not received
- None, very easy and straight forward, website very easy to use.
- None, I have found the efficiency from first point of applying for this position to be excellent.
- Application process excellent, received pack the next day after leaving message on answer phone.

Interview survey

The interview questionnaires were handed out after interview and 26 forms were returned for a total of 8 different vacancies.

Summary of answers to the survey questions

Problems with access to Wealden premises for interview

There was 1 person who had problems but no details were provided.

Did you feel you were treated fairly , courteously and with respect during the interview?

25 people felt very fairly treated and 1 person felt fairly treated. There were no comments made.