

SUMMARY OF RECRUITMENT MONITORING:
1 APRIL 2008 – 30 SEPTEMBER 2008

Summary of Recruitment Data by Gender, Ethnic Background, Disability and Age

- Total volume of applications was 2648 (2145)* with 92 (108) appointments made, an increase from the previous monitoring period in terms of applications but a decrease in terms of appointments.
- 72% (61%) of those appointed were women.
- 21% (10%) of those appointed were from BME Communities.
- There were 3 (2) appointments of people with disabilities.
- 2% of those appointed were from the 16 – 24 age group, 46% from the 25 – 34 age group, 33% from the 35 – 44 age group, 17% from the 45 -54 age group and 2% from the over 55 age group.

Analysis by Grade and Gender

- A total of 173 (127) post vacancies were monitored across four pay bands:

Band 4 (Pay & Rewards grades H – M; formerly PO grades)
Band 3 (Pay & Rewards grades F – G; formerly grades Sc6/SO1/SO2)
Band 2 (Pay & Rewards grades D – E; formerly grades Sc4/Sc5)
Band 1 (Pay & Rewards grades A – C; formerly grades Sc1/Sc2/Sc3 & manual workers)
- At Band 4, 37% (38%) of applicants were men and 68% (66%) of those appointed were women
- At Band 3 61% (58%) of applications received were from women, and 79% (60%) of those appointed were women.
- At Band 2 & 1, 62% (61%) of the aggregated applicants were women. Of those appointed 65% (60%) were women (aggregated).

Analysis by Grade and Ethnic Backgrounds

- At Band 4, 6 (2) appointments were from BME Communities.
- At Band 3, 8 (1) appointments were from BME Communities.
- At Band 2, 3 (6) appointments were from BME Communities.
- At Band 1, 2 (2) appointments were from BME Communities.

Analysis by Grade and People with Disabilities

Applications from people with disabilities increased to 134 (79).

There were 2 appointments at Band 4 and 1 appointment at Band 3 of people with disabilities.

****Figures in brackets are from the previous monitoring period (1 April 2006 – 30 September 2006). Due to data quality issues, there is no monitoring data for the period 1 October 2006 – 31 March 2008.***

Analysis by Grade and Age**

- At Band 4, 6 appointments were from the 25 – 34 age group, 13 were from the 35 – 44 age group and 6 from the 45 -54 age group.
- At Band 3, 22 appointments were from the 25 – 34 age group, 10 were from the 35 – 44 age group, 4 from the 45 -54 age group and 2 from the over 55 age group.
- At Band 2, 2 appointments were from the 16 – 24 age group, 11 were from the 25 – 34 age group, 4 were from the 35 – 44 age group and 6 from the 45 -54 age group.
- At Band 1, 3 appointments were from the 25 – 34 age group and 3 were from the 35 – 44 age group.

***** This is the first monitoring period where figures on candidates ages have been available, therefore no comparison can be made with previous periods.***

Analysis by Ethnic Background

- Overall, applications from people with BME Communities have increased to 33% (14%)
- Appointments of people from BME Communities increased to 21% (10%).

Analysis by Gender

- The number of monitored vacancies increased to 173 (127) and the number of applications received decreased to an average of 15.3 (16.9) applications per post vacancy.
- Overall, where gender was stated by applicants, applications from women continue to exceed those from men, at 61% to 36% (60% to 40%) with 3% of applicants not stating their gender, and the difference has increased from the previous monitoring period. However the proportions vary according to salary level.
- The proportion of women appointed overall increased to 72% (61%).

Analysis of Recruitment by Disability

- At 134 (79), numbers of applications from people with disabilities have increased from the previous monitoring period.
- The number of people with disabilities shortlisted has increased from the last period at 4% (1%) of all those short-listed.
- 3 (2) appointments of people with disabilities were made during this period.

Analysis of Recruitment by Age

- 19% of applications and 2% of appointments were from the 16 – 24 age group.
- 29% of applications and 46% of appointments were from the 25 – 34 age group.
- 17% of applications and 33% of appointments were from the 35 - 44 age group.
- 12% of applications and 17% of appointments were from the 45 - 54 age group.
- 4% of applications and 2% of appointments were from the over 55 age group.

EQUAL OPPORTUNITIES MONITORING
ANALYSIS OF RECRUITMENT AND SELECTION DATA
1 APRIL 2008 – 30 SEPTEMBER 2008
SUMMARIES

1. **GENDER**

	APPLIED %		SHORTLISTED %		APPOINTED %	
MEN	965 (852)	36% (40%)	139 (141)	37% (38%)	26 (42)	28% (39%)
WOMEN	1626 (1286)	61% (60%)	229 (223)	60% (61%)	66 (66)	72% (61%)
UNSPECIFIED	57 (7)	3% (0%)	12 (5)	3% (1%)	0 (0)	0% (0%)
TOTAL	2648 (2145)	100%	380 (369)	100%	92 (108)	100%

2. **ETHNIC ORIGIN**

	APPLIED %		SHORTLISTED %		APPOINTED %	
NON - BME	1661 (1270)	63% (59%)	277 (245)	73% (66%)	71 (91)	77% (86%)
BME	867 (293)	33% (14%)	92 (53)	24% (14%)	19 (11)	21% (10%)
UNSPECIFIED	120 (582)	4% (27%)	11 (71)	3% (20%)	2 (6)	2% (4%)
TOTAL	2648 (2145)	100%	380 (369)	100%	92 (108)	100%

3. **DISABILITIES**

	APPLIED %		SHORTLISTED %		APPOINTED %	
TOTAL PEOPLE WITH DISABILITIES	134 (79)	5% (4%)	15 (2)	4% (1%)	3 (2)	3% (2%)

(Note - Figures in brackets relate to the previous monitoring period).

4. **AGE**

	APPLIED %		SHORTLISTED %		APPOINTED %	
16 -24	509	19%	49	13%	2	2%
25 - 34	774	29%	124	33%	42	46%
35 - 44	447	17%	100	26%	30	33%
45 - 54	309	12%	79	21%	16	17%
Over 55	101	4%	18	5%	2	2%
UNSPECIFIED	508	19%	10	2%	0	0%
TOTAL	2648	100%	380	100%	92	100%

EQUAL OPPORTUNITIES MONITORING ANALYSIS BY GRADE/GENDER

Band 4	APPLIED %		SHORTLISTED %		APPOINTED %	
MALE	114 (100)	42% (38%)	35 (21)	48% (25%)	8 (10)	32% (34%)
FEMALE	188 (160)	57% (61%)	38 (60)	52% (71%)	17 (19)	68% (66%)
UNSPECIFIED	3 (3)	1% (1%)	0(3)	0% (4%)	0 (0)	0% (0%)
TOTAL	305 (263)	100%	73 (84)	100%	25 (29)	100%

Band 3	APPLIED %		SHORTLISTED %		APPOINTED %	
MALE	287 (197)	37% (42%)	35(39)	28% (50%)	8 (10)	21% (40%)
FEMALE	473 (268)	61% (57%)	81 (38)	64% (49%)	30 (15)	79% (60%)
UNSPECIFIED	18 (1)	2% (1%)	11 (1)	8% (1%)	0 (0)	0% (0%)
TOTAL	778 (466)	100%	127 (78)	100%	38 (25)	100%

Band 2	APPLIED %		SHORTLISTED %		APPOINTED %	
MALE	363 (361)	33% (37%)	44 (45)	31% (32%)	5 (11)	22% (34%)
FEMALE	695 (610)	64% (62%)	95 (92)	68% (67%)	18 (21)	78% (66%)
UNSPECIFIED	30 (3)	3% (1%)	1 (1)	1% (1%)	0 (0)	0% (0%)
TOTAL	1088 (974)	100%	140 (138)	100%	23 (32)	100%

(Note - Figures in brackets relate to the previous monitoring period).

TABLE 2 Continued

Band 1	APPLIED %		SHORTLISTED %		APPOINTED %	
MALE	201 (194)	42% (44%)	25 (36)	63% (52%)	5 (11)	83% (50%)
FEMALE	270 (248)	57% (56%)	15 (33)	37% (48%)	1 (11)	17% (50%)
UNSPECIFIED	6 (0)	1% (0%)	0 (0)	0% (0%)	0 (0)	0% (0%)
TOTAL	477 (442)	100%	40 (69)	100%	6 (22)	100%

(Note - Figures in brackets relate to the previous monitoring period).

TABLE 3**EQUAL OPPORTUNITIES MONITORING ANALYSIS BY GRADE/ETHNIC ORIGIN**

Band 4	APPLIED %		SHORTLISTED %		APPOINTED %	
NON - BME	199 (149)	65% (57%)	55 (50)	75% (60%)	19 (26)	76% (90%)
BME	99 (53)	32% (20%)	18 (20)	25% (24%)	6 (2)	24% (7%)
UNSPECIFIED	7 (61)	3% (23%)	0 (14)	0% (16%)	0 (1)	0% (3%)
TOTAL	305 (263)	100%	73 (84)	100%	25 (29)	100%

Band 3	APPLIED %		SHORTLISTED %		APPOINTED %	
NON - BME	483 (287)	62% (62%)	86 (57)	68% (73%)	30 (24)	79% (96%)
BME	256 (66)	33% (14%)	34 (12)	27% (15%)	8 (1)	21% (4%)
UNSPECIFIED	39 (113)	5% (24%)	7 (9)	5% (12%)	0 (0)	0% (0)
TOTAL	778 (466)	100%	127 (78)	100%	38 (25)	100%

Band 2	APPLIED %		SHORTLISTED %		APPOINTED %	
NON - BME	656 (545)	35% (56%)	102 (84)	73% (62%)	18 (22)	78% (68%)
BME	381 (102)	60% (10%)	34 (12)	24% (9%)	3 (6)	13% (19%)
UNSPECIFIED	51 (327)	5% (34%)	4 (42)	3% (29%)	2 (4)	9% (13%)
TOTAL	1088 (974)	100%	140 (138)	100%	23 (32)	100%

(Note - Figures in brackets relate to the previous monitoring period).

TABLE 3 Continued

Band 1	APPLIED %		SHORTLISTED %		APPOINTED %	
NON - BME	323 (289)	68% (65%)	34 (54)	85% (77%)	4 (19)	67% (86%)
BME	131 (72)	27% (16%)	6 (9)	15% (13%)	2 (2)	33% (9%)
UNSPECIFIED	23 (81)	6% (19%)	0 (6)	0% (9%)	0 (1)	0% (5%)
TOTAL	477 (442)	100%	40 (69)	100%	6 (22)	100%

(Note - Figures in brackets relate to the previous monitoring period).

TABLE 4**EQUAL OPPORTUNITIES MONITORING ANALYSIS BY
GRADE/PEOPLE WITH DISABILITIES**

	APPLIED	SHORTLISTED	APPOINTED
Band 4	15	4	2
Band 3	25	1	1
Band 2	60	8	0
Band 1	34	2	0
TOTAL PEOPLE WITH DISABILITIES	134	15	3

(Note - Figures in brackets relate to the previous monitoring period).

TABLE 5**EQUAL OPPORTUNITIES MONITORING ANALYSIS BY GRADE/AGE**

Band 4	APPLIED %		SHORTLISTED %		APPOINTED %	
16 – 24	27	9%	4	5%	0	0%
25 - 34	96	31%	18	24%	6	24%
35 - 44	76	25%	24	32%	13	52%
45 - 54	63	21%	21	28%	6	24%
Over 55	10	3%	6	8%	0	0%
UNSPECIFIED	33	11%	2	3%	0	0%
TOTAL	305	100%	75	100%	25	100%

Band 3	APPLIED %		SHORTLISTED %		APPOINTED %	
16 – 24	116	15%	13	10%	0	0
25 - 34	268	34%	51	40%	22	58%
35 - 44	133	17%	34	27%	10	26%
45 - 54	83	11%	18	14%	4	11%
Over 55	22	3%	4	3%	2	5%
UNSPECIFIED	156	20%	6	6%	0	0%
TOTAL	778	100%	126	100%	38	100%

TABLE 5 Continued

Band 2	APPLIED %		SHORTLISTED %		APPOINTED %	
16 – 24	269	25%	23	17%	2	9%
25 - 34	309	28%	44	32%	11	48%
35 - 44	177	16%	31	22%	4	17%
45 - 54	119	11%	33	24%	6	26%
Over 55	43	4%	6	4%	0	0%
UNSPECIFIED	171	16%	2	1%	0	0%
TOTAL	1088	100%	139	100%	23	100%

Band 1	APPLIED %		SHORTLISTED %		APPOINTED %	
16 – 24	97	20%	9	23%	0	0%
25 - 34	101	21%	11	27%	3	50%
35 - 44	61	13%	11	27%	3	50%
45 - 54	44	9%	7	18%	0	0%
Over 55	26	5%	2	5%	0	0%
UNSPECIFIED	148	32%	0	0%	0	0%
TOTAL	477	100%	40	100%	6	100%

(Note - Figures in brackets relate to the previous monitoring period).