

Workforce Equalities Report 2018/19

Produced by Human Resources & Organisational Development

Introduction 3

Key Findings 4

Workforce Trends at a Glance 5

Workforce Data – Ethnicity..... 7

Workforce Data – Disability Status 144

Workforce Data – Sexual Orientation..... 211

Workforce Data – Sex 28

Appendix 1 – Recruitment Data..... 355



Brighton & Hove is a vibrant city that is culturally, economically and socially diverse. The council values this diversity and aims to support and encourage it because we believe this helps make Brighton such a great place to live, work and visit.

We recognise that the benefits of a diverse workforce and inclusive culture are many, including employee engagement, increased productivity, innovation and customer insight. As part of Our People Promise, the council has a clear commitment to be a fair and inclusive place to work. To enable us to understand the composition of our workforce and the impact of our employment policies, procedures and practices on our staff, the council conducts the following employment equalities monitoring:

- Workforce Composition
- Recruitment
- Employment Casework
- Employee Satisfaction
 - Both in relation to current employees (via the Staff Survey) and those who are leaving the council's employment (via completed exit questionnaires)










This data contributes to ensuring that the council fulfils its obligations under the Public Sector Equality Duty within the Equality Act 2010, but more importantly, it enables us to identify any differences in outcomes for different staff groups so that we are better positioned to address any inequalities.

Key Findings












- The council continues to steadily increase the ethnic diversity of its workforce, although employees identifying as BME* and White Other remain under-represented when compared with the economically active population of the city
- The percentage of BME applicants has increased notably compared with 2017/18
- The success rate of White Other applicants in securing interviews and job offers has improved since last year
- There has been a further increase in the proportion of BME individuals employed in posts within the middle grade band, representing a trend
- Approximately 60% of all BME employees have been with the council for more than 5 years
- The proportion of disabled employees within the workforce has increased slightly over the last two years and is slightly higher than the percentage of disabled people who are economically active in Brighton & Hove. Moreover, these disabled employees are relatively evenly distributed across all salary bands
- Approximately 18% of all new starters this year identified as L, G or B
- LGB employees are well represented in the more senior roles, and at a higher level than their workforce profile
- Female employees within the higher grade band has increased significantly since 2017/18
- The percentage of employees aged under 30 increased slightly since 2017/18
- 42% of all leavers in 2018/19 were aged 30-39

* BME: Includes people identifying as Black, Asian and Non-White minority ethnic

Workforce Trends at a Glance

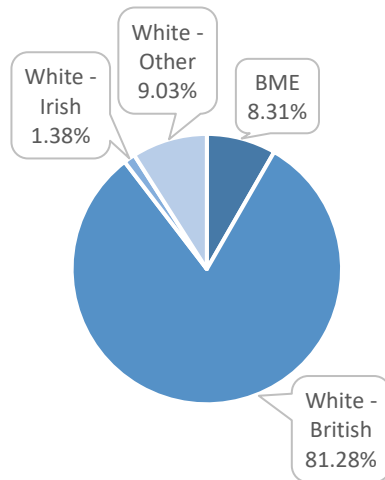
	2015/16	2016/17	2017/18	2018/19	Direction	Workforce Target
Contracted Workforce - Headcount	4549	4291	4333	4376		
Contracted workforce - FTE	3870.7	3682.41	3724.08	3753.357		
BME	6.25%	6.72%	6.90%	7.36%		9.10%
White Other	6.03%	6.48%	6.85%	6.81%		8.80%
White Irish	2.08%	2.25%	2.26%	2.26%		1.60%
Disabled	7.86%	7.47%	7.51%	7.66%		8.00%
LGB	12.01%	10.77%	11.82%	12.49%		13.00%
Sex – Female	59.46%	59.48%	59.70%	59.80%		46.40%
Sex – Male	40.54%	40.52%	40.30%	40.20%		53.60%

Workforce Trends at a Glance ctd.

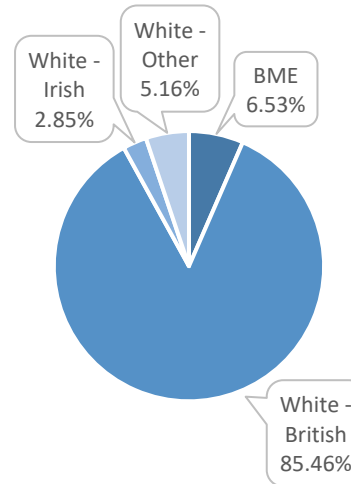
	2015/16	2016/17	2017/18	2018/19	Direction
No Religion	53.78%	54.38%	56.22%	53.77	
Christian	36.65%	36.08%	34.51%	36.65%	
Other Religion	9.57%	9.54%	9.27%	9.57%	
Age - <20	0.15%	0.21%	0.30%	0.16%	
Age - 20-24	1.54%	1.52%	1.78%	1.87%	
Age - 25-29	4.46%	4.36%	5.12%	5.46%	
Age - 30-34	9.14%	8.04%	7.96%	7.36%	
Age - 35-39	12.18%	12.45%	12.30%	10.81%	
Age - 40-44	14.03%	14.22%	13.18%	13.21%	
Age - 45-49	17.01%	16.38%	16.43%	15.47%	
Age - 50-54	17.70%	18.43%	17.52%	17.71%	
Age - 55-59	12.44%	13.35%	14.05%	15.77%	
Age - 60-64	7.98%	8.06%	8.22%	8.16%	
Age - 65+	3.37%	2.98%	3.14%	4.02%	

Ethnicity – Distribution by Grade

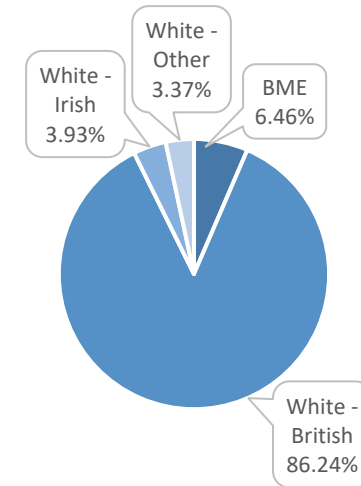
Scale 1-6 - £16,836 - £25,463 per annum



Scale SO1/2-M9 - £26,470 - £41,846 per annum



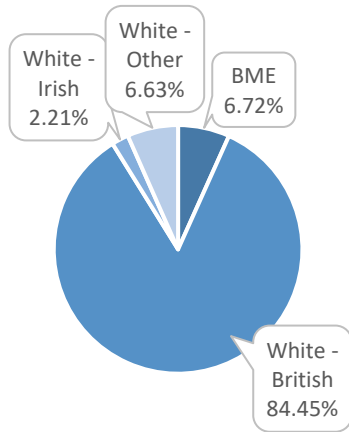
Scale M8 and Over - £42,806 per annum and over



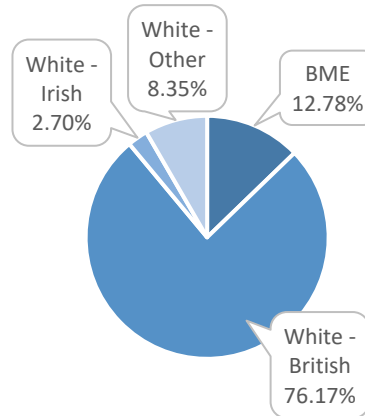
- Around half of all BME employees were employed in Scale 1-6 roles and this figure represents a significant fall of more than 12.5% compared with 2017/18
- For the third consecutive year, there has been a slight increase in the level of representation of BME employees in posts within the middle grade band
- The percentage of employees at Scale M8 and above identifying as BME has decreased by more than 1% since 2017/18, in contrast to those identifying as White Irish, which has tripled
- Around 62% of all employees from a White Other background occupied posts graded Scale 1-6 and this is an 8% decrease since 2017/18. However, fewer than 5% of this group are employed in the higher grade band

Ethnicity – Distribution by Contract Type

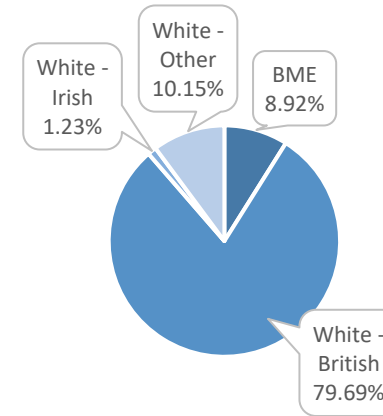
Permanent Contract



Temporary Contract



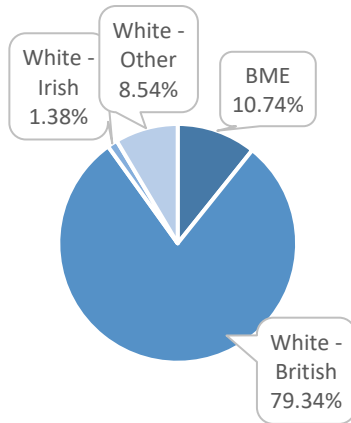
Casual Contract



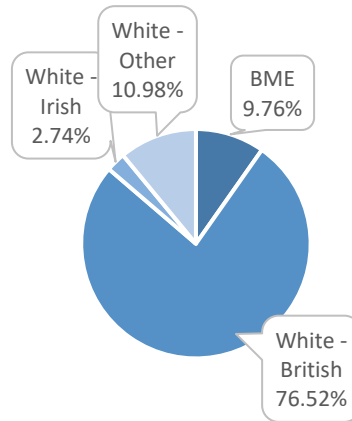
- The percentage of individuals from a BME or White Other background employed on a permanent contract increased slightly since 2017/18 (6.43% and 6.49% respectively)
- Employees identifying as BME or White Other continue to be more likely to be employed on temporary/fixed-term contracts or on an ad-hoc basis than on a permanent contract
- There were approximately 1% fewer individuals from a White Other background working on a casual basis compared with 2017/18

Ethnicity – Distribution by Length of Service

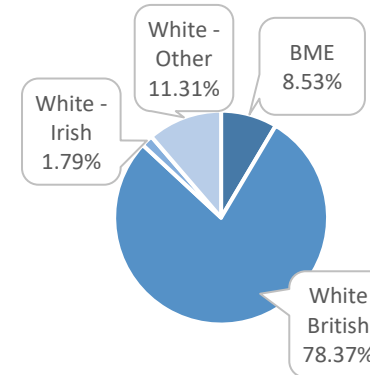
<1 Years' Service



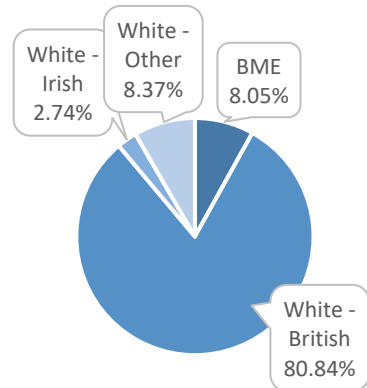
Between 1 and 2 Years



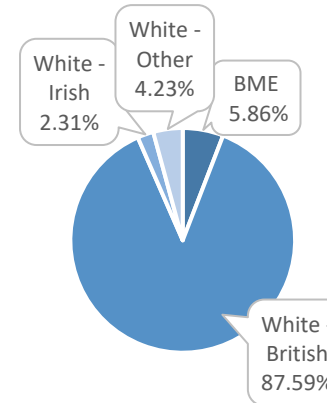
Between 2 and 5 Years



Between 5 and 10 Years



10 Years+



- Approximately 60% of all BME employees have been with the council for more than 5 years and more than 40% have been in service for more than 10 years
- The proportion of White Other employees who have been employed for a similar length of time was lower at around 53% and 33% respectively
- The proportion of BME and White Other employees with less than 2 years' service was around 25% for each group, compared with just under 17% for White British employees

Ethnicity – New Starters

Ethnicity	No. of New Employees	Percentage of New Starters
BME	94	10.48%
White British	689	76.59%
White Irish	15	1.67%
White Other	101	11.26%

- The percentage of new starters identifying as BME or White Other increased by around 0.5% and 1% respectively this year compared with 2017/18
- The council continues to increase the ethnic diversity of its workforce, though employees identifying as BME remain under-represented (7.36%) when compared with the economically active population of the city (9.1%)
- 17.4% of all applicants for non-schools vacancies were submitted by BME candidates. This figure is an increase of 2.5% on 2017/18
- For the third consecutive year there was approximately a 1% increase in the proportion of White Other applicants. This group had a slightly higher degree of success in being shortlisted and securing offers than BME applicants
- Nevertheless, both BME and White Other candidates continue to be less successful when compared with White British and White Irish applicants
- Recruitment data is shown in detail in Appendix 1

Ethnicity – Leavers

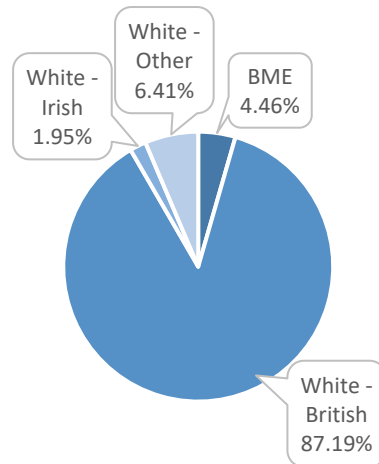
Reason for Leaving - All Employees						
Death in Service	Dismissal	End of Fixed-Term Contract	Resignation	Ill Health	Redundancy / Early Retirement	Retirement
0.87%	5.21%	7.59%	67.46%%	4.12%	5.86%	8.89%

Ethnicity	Number of Leavers	Percentage of Leavers	Percentage of Workforce
BME	30	7.43%	7.36%
White – British	335	82.92%	83.57%
White – Irish	7	1.73%	2.26%
White – Other	32	7.92%	6.81%

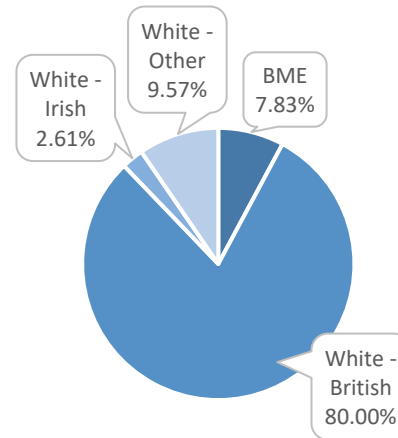
- As in 2017/18, a higher proportion of White Other employees left this year than might have been expected given this group's level of representation in the workforce.
- The highest proportion of employees from this group (75%) voluntarily resigned

Ethnicity – Distribution by Development Opportunities

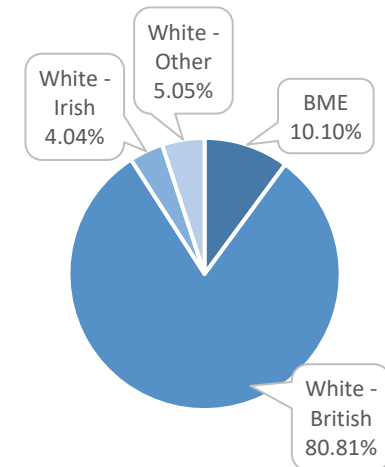
Promotions



Acting Ups



Secondments



- Being given the opportunity to act up into a higher graded role on a temporary basis or to undertake a secondment in a different job can enable employees to broaden their knowledge and experience. Developing skills in this way can mean employees are better placed when seeking to advance their careers
- As last year, BME employees were less likely to be promoted compared with this group's level of representation within the workforce (7.36%). However, they were more successful in being offered a job on an acting up or secondment basis
- White Other employees were more likely to be offered the opportunity to act up than their level of representation within the workforce (6.85%). However, compared with 2017/18 they were less likely to be promoted, offered a secondment or the chance to act up into a higher graded role, however they were

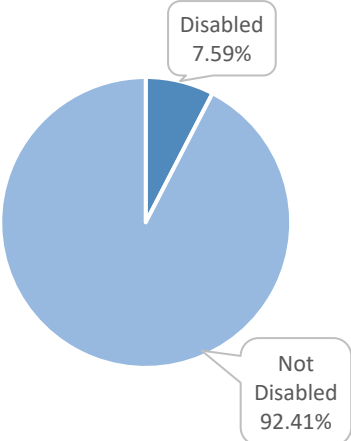
Ethnicity – HR casework

	Disciplinary Cases (no. of employees in brackets)	Grievance (no. of employees in brackets)	Attendance Management (no. of employees in brackets)	% of Workforce
BME	8.7% (8)	3.7% (1)	5.33% (17)	7.36%
White Other	8.7% (8)	7.4% (2)	7.52% (24)	6.81%
White Irish	1.09% (1)	7.4% (2)	1.88% (6)	2.26%
White British	81.5 (75)	81.5% (22)	85.27% (272)	83.57%

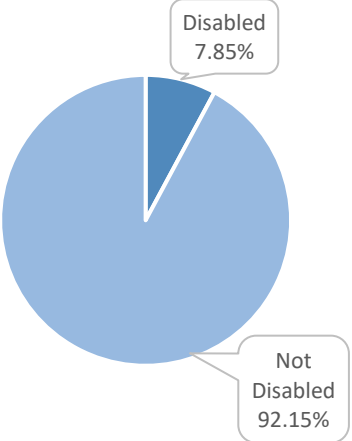
- The percentage of disciplinary cases involving BME or White Other employees is higher than expected when compared with their workforce profiles, although this figure is almost 3% lower for White Other employees compared with 2017/18.
- The percentage of attendance management cases involving White Other employees is slightly higher than to be expected given this group's level of representation within the workforce
- The low number of grievance cases makes it difficult to interpret the data meaningfully

Disability Status – Distribution by Grade

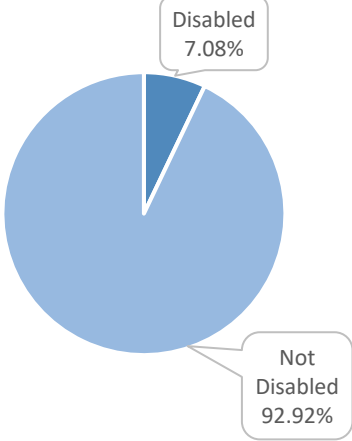
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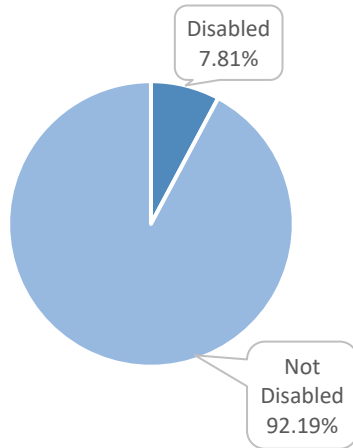
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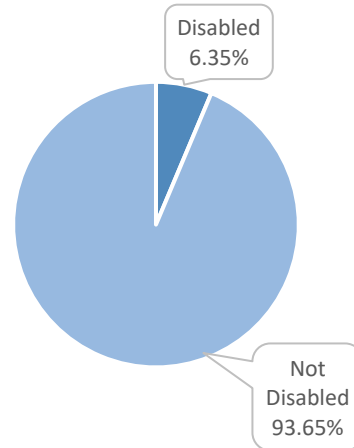
- There has been a marginal increase in the percentage of disabled employees employed in the middle grade band compared with 2017/18 (7.64%)
- The percentage of disabled employees in the higher grade band has increased by more than 2% since 2017/18 to 7.08%, which is approaching this group’s level of representation within the workforce (7.66%)
- In 2018/19, a relatively even distribution of disabled employees across all grades is shown

Disability Status – Distribution by Contract Type

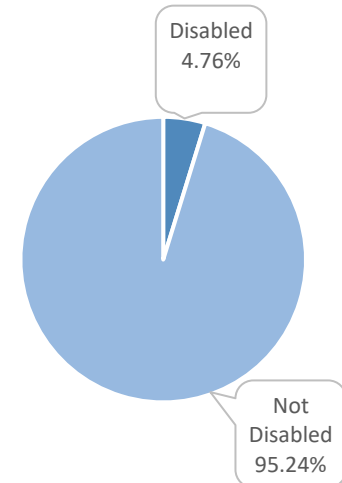
Permanent Contract



Temporary Contract



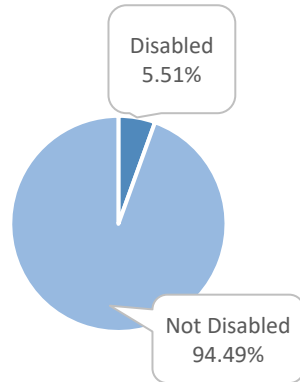
Casual Contract



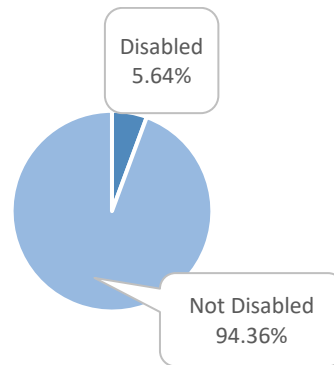
- The percentage of disabled employees engaged on all contract types has increased slightly on last year

Disability Status – Distribution by Length of Service

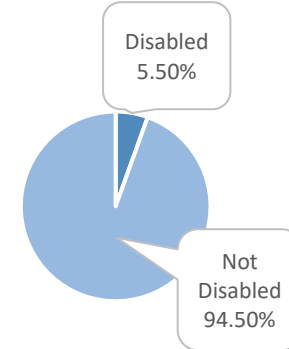
<1 Years' Service



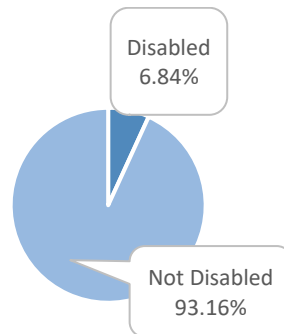
Between 1 and 2 Years' Service



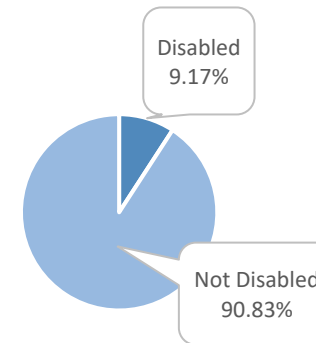
Between 2 and 5 Years' Service



Between 5 and 10 Years' Service



10+ Years



- Approximately 80% of all disabled employees have at least 5 years' service. This is around 12% higher than the figure for non-disabled employees
- Additionally, the proportion of employees who have disclosed a disability and are within their first two years of service has increased since 2017/18 by almost 2% to 13.7%. This remains significantly lower than that for non-disabled counterparts (19.3%)

Disability Status – New Starters

	No. of New Employees	Percentage of New Starters
Disabled	24	2.70%
Not Disabled	865	97.30%

- 3.39% of all applicants for on-schools vacancies declared they were disabled and were therefore guaranteed an interview under the Council's Guaranteed Interview Scheme if they met the minimum essential criteria for the role which they had applied
- Disabled applicants were consistently more successful in being shortlisted for vacancies than non-disabled applicants. This suggests the Guaranteed Interview Scheme is having a positive impact on this group
- In contrast to last year, this group was less successful in converting interviews into job offers compared with non-disabled candidates, except for temporary/fixed term posts and roles graded M8 and above. Recruitment data is shown in detail at Appendix 1

Disability Status – Leavers

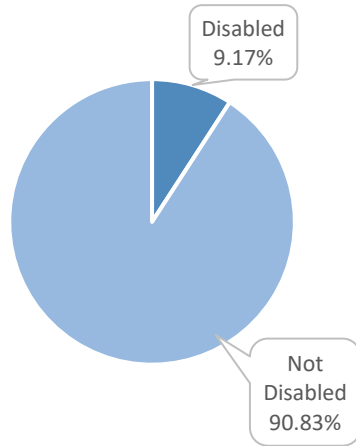
Reason for Leaving - All Employees						
Death in Service	Dismissal	End of Fixed-Term Contract	Resignation	Ill Health	Redundancy / Early Retirement	Retirement
0.87%	5.21%	7.59%	67.46%%	4.12%	5.86%	8.89%

Disability Status	Number of Leavers	Percentage of Leavers	Percentage of Workforce
Disabled	31	9.41%	7.66%
Not Disabled	369	90.59%	92.34%

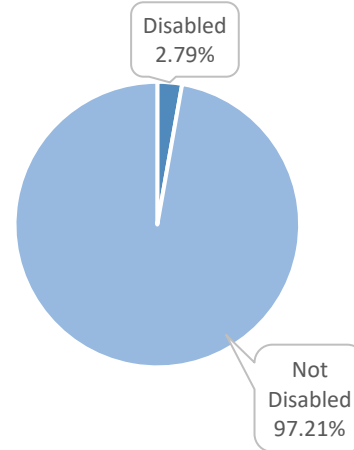
- A higher proportion of disabled employees left this year than might have been expected given this group’s level of representation in the workforce
- The highest proportion of employees from this group (61.3%) voluntarily resigned
- 9.7% left because their fixed-term contract expired
- 12.8% left on the grounds of ill-health and this figure equates to 4 individuals

Disability Status – Development Opportunities

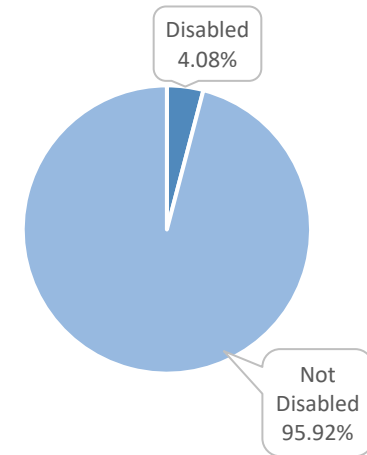
Promotions



Acting Ups



Secondments



- Being given the opportunity to act up into a higher graded role on a temporary basis or to undertake a secondment in a different job can enable employees to broaden their knowledge and experience. Developing skills in this way can mean employees are better placed when seeking to advance their careers
- The percentage of disabled employees who were promoted increased by more than 4% this year and is notably higher than their level of representation within the workforce (7.66%)
- In contrast, the opportunity to act up decreased by more than 2% compared with 2017/18. Although there was an increase in the number of secondments offered to this group in the last twelve months, both of these figures remain lower than to be expected given the proportion of disabled employees within the workforce

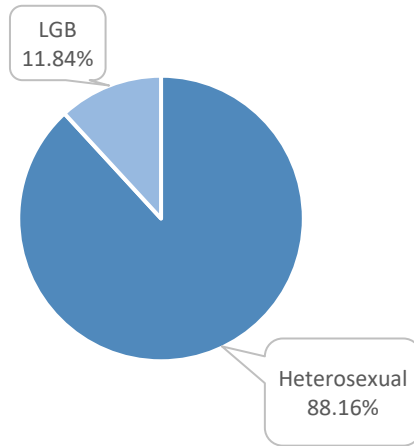
Disability Status – HR Casework

	Disciplinary Cases (no. of employees in brackets)	Grievance (no. of employees in brackets)	Attendance Management (no. of employees in brackets)	% of Workforce
Disabled	8.05% (7)	8.05% (4)	16.22% (48)	7.66%
Non-disabled	91.95% (80)	91.95% (23)	83.78% (248)	

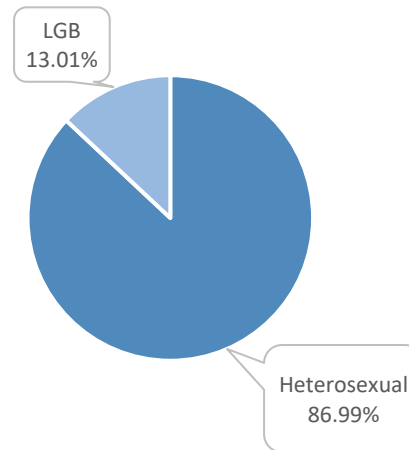
- The percentage of disciplinary and grievance cases involving disabled employees has decreased by around 1% and 1.5% respectively since 2017/18
- The percentage of attendance management cases involving disabled employees has reduced by around 0.5% since 2017/18. However, this remains significantly higher than their level of representation within the workforce

Sexual Orientation – Distribution by Contract Type

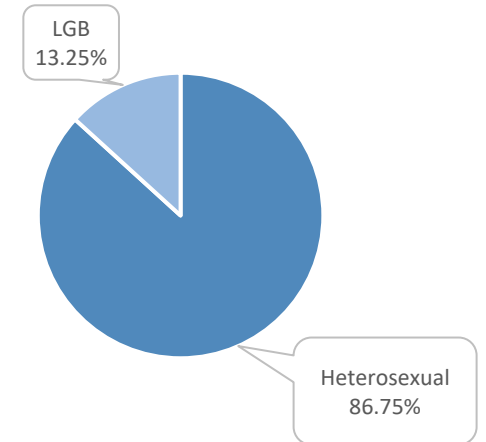
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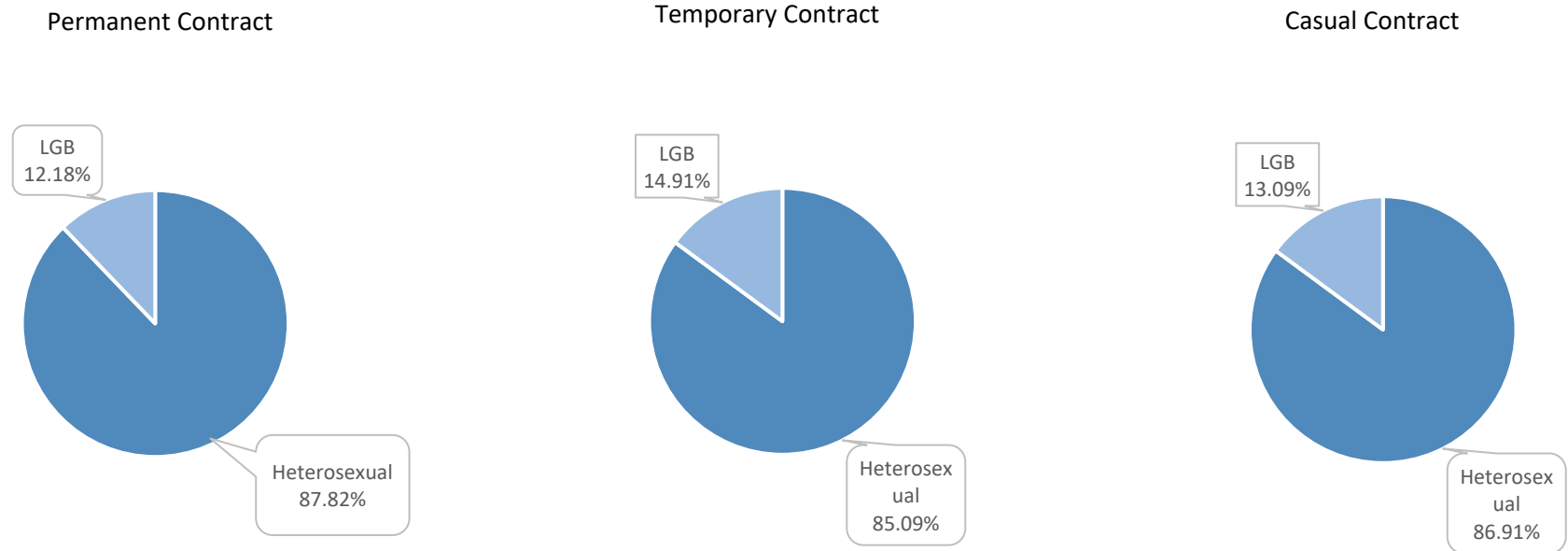


Scale M8 and Over - £42,806 per annum and over



- There has been an increase of just over 1% of employees identifying as L, G or B in the lower grade band compared with 2017/18 (10.74%)
- In 2018/19, progress has been made towards a relatively even distribution of LGB employees across all grades
- Individuals identifying as L, G or B are well represented in the more senior roles, and at a higher level than their workforce profile (12.49%)

Sexual Orientation – Distribution by Contract Type

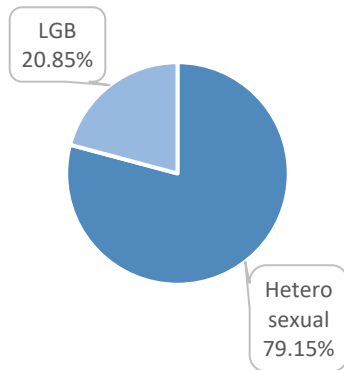


- The percentage of LGB employees engaged on all contract types has increased with the most notable increase of more than 2% being for temporary / fixed-term contracts

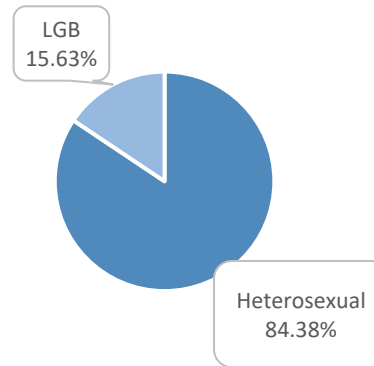


Sexual Orientation – Distribution by Length of Service

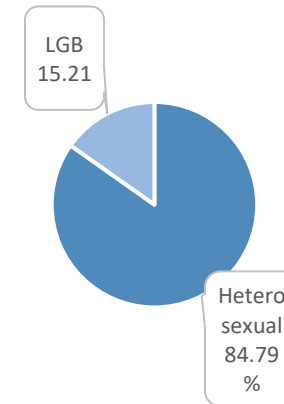
<1 Years' Service



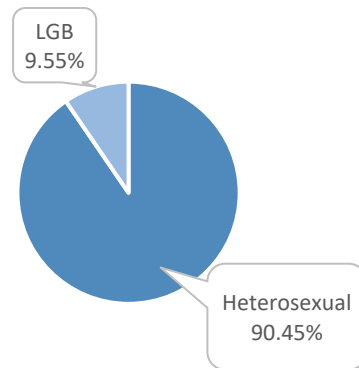
Between 1 and 2 Years' Service



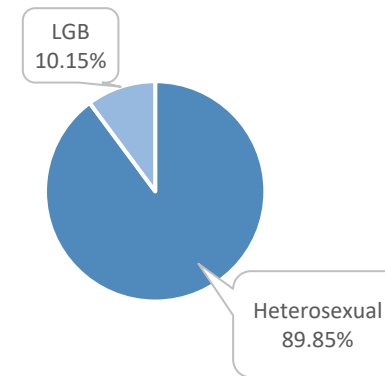
Between 2 and 5 Years' Service



Between 5 and 10 Years' Service



More than 10 Years' Service



- Approximately 52% of all LGB employees have at least 5 years' service. This is around 14% lower than the figure for heterosexual employees
- Additionally, the proportion of all employees who identify as L, G or B who are within their first two years of service is approximately 30% and this is significantly higher than that for heterosexual employees (19.1%)

Sexual Orientation – New Starters

Sexual Orientation	No. of New Employees	Percentage of New Starters
Heterosexual	708	82.04%
LGB	155	17.96%

- 17.7% of all applicants for non-schools vacancies identified as L, G or B. This figure is almost 4% higher than 2017/18
- Approximately 18% of all new starters this year identified as L, G or B and this is an increase of around 2% since 2017/18
- LGB applicants were more successful in being shortlisted for apprenticeships and permanent contracts than heterosexual candidates
- Recruitment data is shown in detail at Appendix 1

Sexual Orientation – Leavers

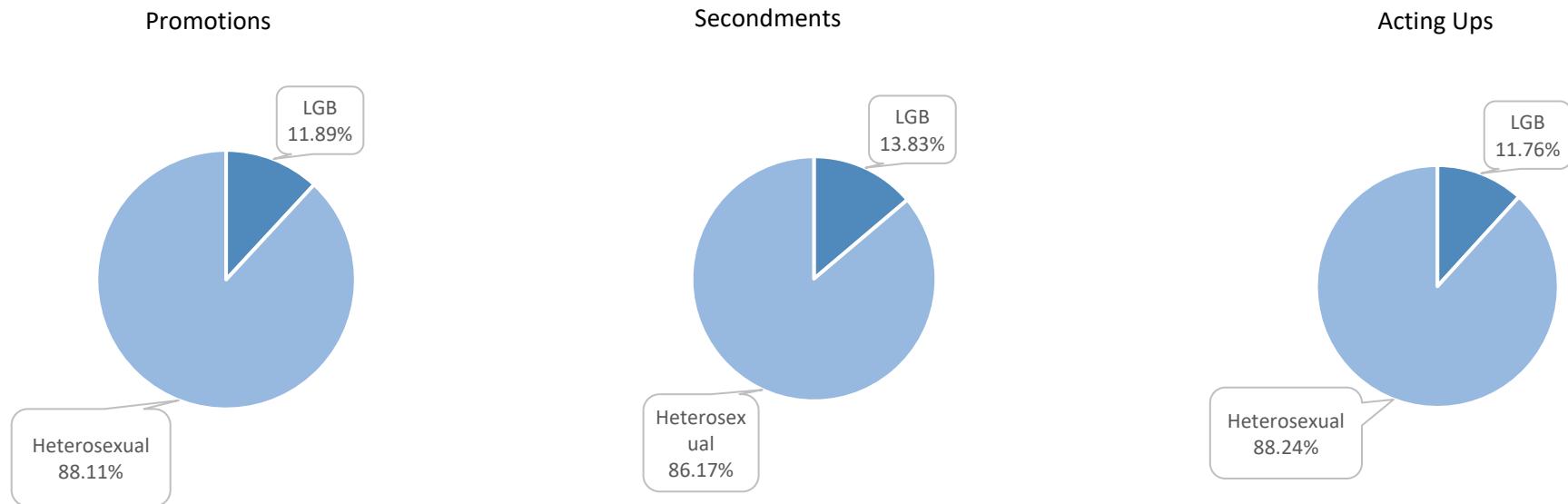
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Death in Service	Dismissal	End of Fixed-Term Contract	Resignation	Ill Health	Redundancy / Early Retirement	Retirement
0.87%	5.21%	7.59%	67.46%%	4.12%	5.86%	8.89%

Sexual Orientation	Number of Leavers	Percentage of Leavers	Percentage of Workforce
LGB	42	12.07%	12.49%
Heterosexual	306	87.93%	87.51%

- A slightly lower proportion of LGB employees left this year than might have been expected given this group’s level of representation in the workforce
- The highest proportion of employees from this group (67.6%) voluntarily resigned
- A further 9.7% retired and the other main reason for leaving was the ending of a fixed-term contract (7.7%)



Sexual Orientation – Distribution by Development Opportunities



- Being given the opportunity to act up into a higher graded role on a temporary basis or to undertake a secondment in a different job can enable employees to broaden their knowledge and experience. Developing skills in this way can mean employees are better placed when seeking to advance their careers
- LGB employees were most successful in securing secondments when compared to other development opportunities although this figure is slightly lower than 2017/18 (14.3%)
- The percentage of individuals securing promotions and the opportunity to act up into a higher graded role was slightly lower than expected when compared with this group's workforce profile (12.49%)

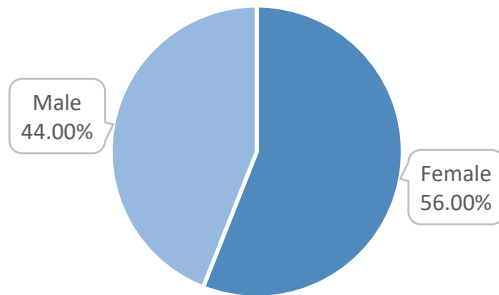
Sexual Orientation – HR Casework

	Disciplinary Cases (no. of employees in brackets)	Grievance (no. of employees in brackets)	Attendance Management (no. of employees in brackets)	% of Workforce
LGB	13.2% (10)	- (0)	13.87% (38)	12.49%
Heterosexual	86.84% (66)	100%* (22)	86.13% (236)	

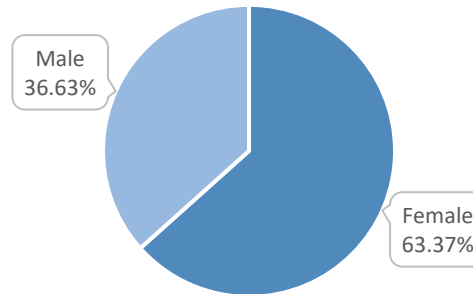
- The percentage of disciplinary cases involving LGB employees has increased by around 4% since 2017/18 and is higher than to be expected given their level of representation within the workforce
- The percentage of attendance management procedures involving LGB employees has decreased by around 3% since 2017/18, yet it remains higher than this group's workforce profile
- *The data in the table shows known data. There were 8 further grievance cases where data relating to sexual orientation is unknown

Sex- Distribution by Grade

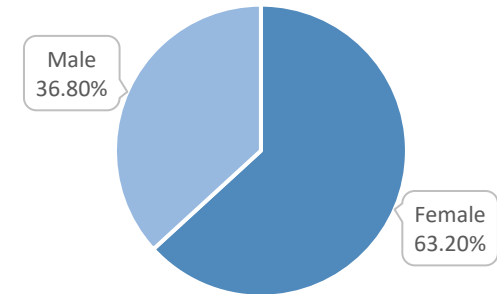
Scale 1-6 - £16,836 - £25,463 per annum



Scale SO1/2-M9 - £26,470 - £41,846 per annum



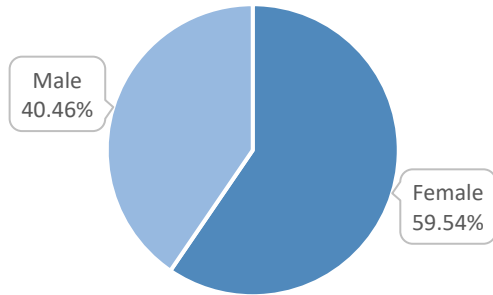
Scale M8 and Over - £42,806 per annum and over



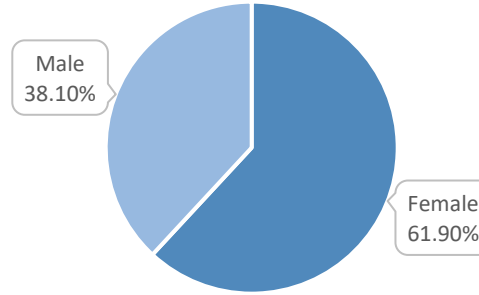
- As in previous years, female employees continue to be significantly over-represented at all levels within the organisation compared with the economically active population of 46.4%
- Females are more likely to be employed in the middle and higher grade bands
- The level of representation of female employees within the higher grade band has increased by almost 4% since 2017/18

Sex – Distribution by Contract Type

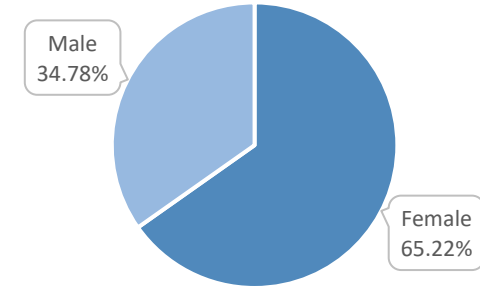
Permanent Contract



Temporary Contract



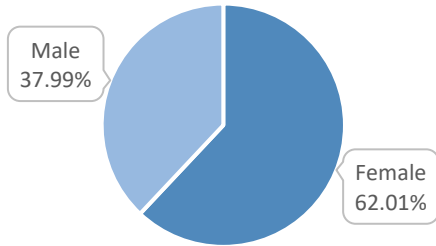
Casual Contract



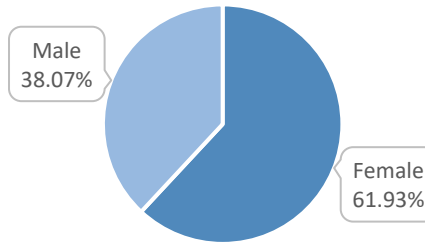
- The levels of representation of each sex across all contract types remains virtually unchanged since 2017/18

Sex – Distribution by Length of Service

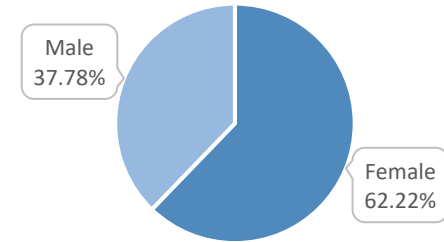
Less than 1 Years' Service



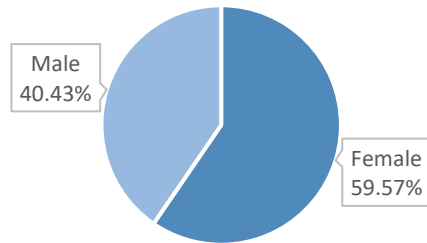
Between 1 and 2 Years' Service



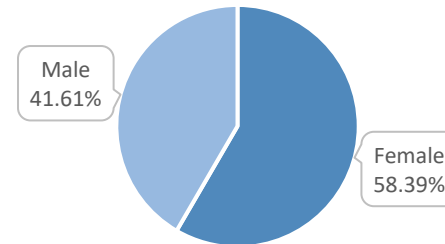
Between 2 and 5 Years' Service



Between 5 and 10 Years' Service



More than 10 Years' Service



- Approximately 69% of all male employees have at least 5 years' service compared with around 66% of all female employees.
- Additionally, the proportion of all male employees who are within their first two years of service is approximately 16.9% and this is slightly lower than that for female employees (18.5%)

Sex – New Starters

Sex	No. of New Employees	Percentage of New Starters
Female	574	63.29%
Male	333	36.71%

- More than 63% of new starters were female and this is an increase of around 3% on 2017/18
- 41.3% of all applicants were male
- Female applicants were consistently more successful in securing job offers than male applicants, irrespective of the grade of vacancy and type of contract
- Recruitment data is shown in more detail at Appendix 1

Sex – Leavers

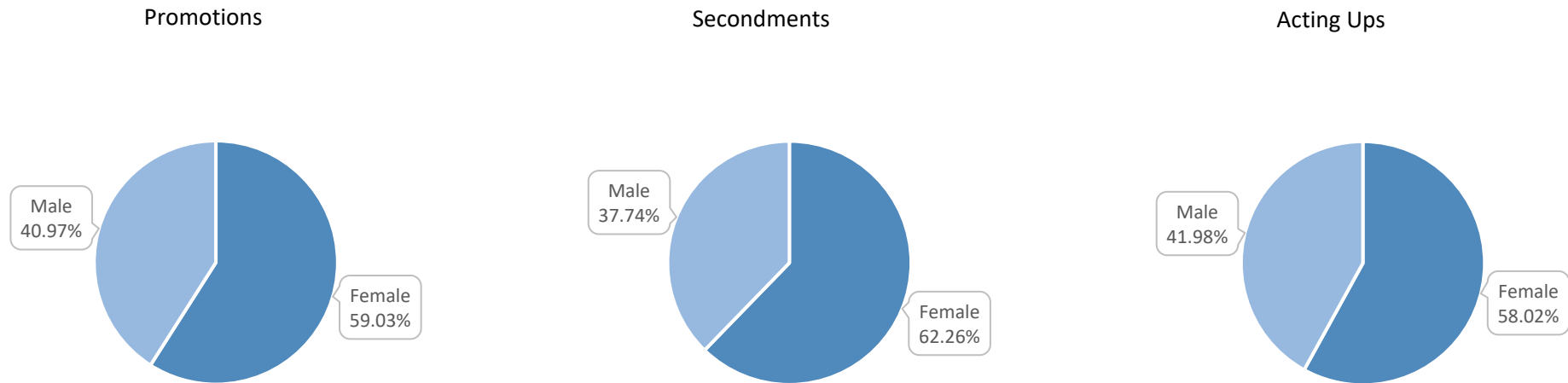
Reason for Leaving - All Employees						
Death in Service	Dismissal	End of Fixed-Term Contract	Resignation	Ill Health	Redundancy / Early Retirement	Retirement
0.87%	5.21%	7.59%	67.46%	4.12%	5.86%	8.89%

Sex	Number of Leavers	Percentage of Leavers	Percentage of Workforce
Female	294	63.64%	59.80%
Male	168	36.36%	40.20%

- A lower proportion of male employees left this year than might have been expected given this group’s level of representation in the workforce
- Approximately 62% of them voluntarily resigned and this is less than 69% of all female employees that voluntarily resigned
- A further 10.1% of male employees left because their fixed-term contract expired



Sex – Distribution by Development Opportunities



- For the third consecutive year, female employees were much more successful in securing promotions compared with their male counterparts. However, this is broadly in line with their representation in the workforce
- This is underlined by the fact that the percentage of secondment and promotion opportunities being offered to female staff increased this year by 5.5% and just over 3% respectively
- In contrast, the proportion of female employees being offered the opportunity to act up into a higher grade role fell by almost 5% on 2017/18

Sex – HR Casework

	Disciplinary Cases (no. of employees in brackets)	Grievance (no. of employees in brackets)	Attendance Management (no. of employees in brackets)	% of Workforce
Male	58.56% (65)	41.38% (12)	38.8% (142)	40.2%
Female	41.44% (46)	58.62% (17)	61.2% (224)	59.8%

- Male employees were significantly more likely to be the subject of formal disciplinary procedures when compared with their level of representation within the workforce. This is in contrast to female employees where this was significantly lower than their workforce profile

Appendix 1 – Recruitment Data (Ethnicity)

All Applicants for all vacancies						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6556	100.00%	2188	33.37%	899	13.71%
BME	1140	17.39%	290	25.44%	94	8.25%
White British	4375	66.73%	1590	36.34%	689	15.75%
White Irish	72	1.10%	33	45.83%	15	20.83%
White Other	969	14.78%	275	28.38%	101	10.42%

All Applicants for all vacancies by Contract Type - Permanent						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4569	100.00%	1470	32.17%	527	11.53%
BME	778	17.03%	196	25.19%	50	6.43%
White British	3040	66.54%	1071	35.23%	413	13.59%
White Irish	50	1.09%	22	44.00%	10	20.00%
White Other	701	15.34%	181	25.82%	54	7.70%

All Applicants for all vacancies by Contract Type - Fixed Term/Temporary/Secondments						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1270	100.00%	447	35.20%	209	16.46%
BME	222	17.48%	50	22.52%	22	9.91%
White British	856	67.40%	334	39.02%	160	18.69%
White Irish	17	1.34%	8	47.06%	4	23.53%
White Other	175	13.78%	55	31.43%	23	13.14%

All Applicants for all vacancies by Contract Type - Casual						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	584	100.00%	213	36.47%	148	25.34%
BME	104	17.81%	28	26.92%	20	19.23%
White British	395	67.64%	147	37.22%	103	26.08%
White Irish	5	0.86%	3	60.00%	1	20.00%
White Other	80	13.70%	35	43.75%	24	30.00%

Appendix 1 – Recruitment Data (Ethnicity) Cont.

All Applicants for lower vacancies - (Lower Scale 1 - 6)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4279	100.00%	1404	32.81%	546	12.76%
BME	713	16.66%	199	27.91%	68	9.54%
White British	2836	66.28%	993	35.01%	412	14.53%
White Irish	40	0.93%	19	47.50%	4	10.00%
White Other	690	16.13%	193	27.97%	62	8.99%

All Applicants for middle vacancies - (Middle SO1/2 - M9)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2145	100.00%	724	33.75%	322	15.01%
BME	400	18.65%	83	20.75%	24	6.00%
White British	1447	67.46%	551	38.08%	253	17.48%
White Irish	28	1.31%	12	42.86%	9	32.14%
White Other	270	12.59%	78	28.89%	36	13.33%

All Applicants for higher vacancies - (Upper M8+)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	126	100.00%	58	46.03%	29	23.02%
BME	27	21.43%	8	29.63%	2	7.41%
White British	86	68.25%	44	51.16%	22	25.58%
White Irish	4	3.17%	2	50.00%	2	50.00%
White Other	9	7.14%	4	44.44%	3	33.33%

All Applicants for Apprenticeships						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	127	100.00%	56	44.09%	13	10.24%
BME	36	28.35%	16	44.44%	2	5.56%
White British	78	61.42%	36	46.15%	11	14.10%
White Irish	0	0.00%	0	0.00%	0	0.00%
White Other	13	10.24%	4	30.77%	0	0.00%

Appendix 2 – Recruitment Data (Disability Status)

All Applicants for all vacancies						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6571	100.00%	2171	33.04%	889	13.53%
Disabled	223	3.39%	91	40.81%	24	10.76%
Non-disabled	6348	96.61%	2080	32.77%	865	13.63%

All Applicants for all vacancies by Contract Type - Permanent						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4568	100.00%	1457	31.90%	523	11.45%
Disabled	162	3.55%	62	38.27%	12	7.41%
Non-disabled	4406	96.45%	1395	31.66%	511	11.60%

All Applicants for all vacancies by Contract Type - Fixed Term/Temporary/Secondments						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1276	100.00%	443	34.72%	205	16.07%
Disabled	48	3.76%	23	47.92%	10	20.83%
Non-disabled	1228	96.24%	420	34.20%	195	15.88%

All Applicants for all vacancies by Contract Type - Casual						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	577	100.00%	208	36.05%	146	25.30%
Disabled	10	1.73%	4	40.00%	2	20.00%
Non-disabled	567	98.27%	204	35.98%	144	25.40%

Appendix 2 – Recruitment Data (Disability Status) Cont.

All Applicants for lower vacancies - (Lower Scale 1 - 6)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4280	100.00%	1390	32.48%	541	12.64%
Disabled	142	3.32%	49	34.51%	11	7.75%
Non-disabled	4138	96.68%	1341	32.41%	530	12.81%

All Applicants for middle vacancies - (Middle SO1/2 - M9)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2162	100.00%	724	33.49%	318	14.71%
Disabled	78	3.61%	39	50.00%	10	12.82%
Non-disabled	2084	96.39%	685	32.87%	308	14.78%

All Applicants for higher vacancies - (Upper M8+)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	123	100.00%	55	44.72%	28	22.76%
Disabled	2	1.63%	2	100.00%	2	100.00%
Non-disabled	121	98.37%	53	43.80%	26	21.49%

All Applicants for Apprenticeships						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	128	100.00%	56	43.75%	13	10.16%
Disabled	3	2.34%	2	66.67%	0	0.00%
Non-disabled	125	97.66%	54	43.20%	13	10.40%

Appendix 3 – Recruitment Data (Sexual Orientation)

All Applicants for all vacancies						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6250	100.00%	2092	33.47%	863	13.81%
Heterosexual	5147	82.35%	1713	33.28%	708	13.76%
LGB	1103	17.65%	379	34.36%	155	14.05%

All Applicants for all vacancies by Contract Type - Permanent						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4366	100.00%	1406	32.20%	510	11.68%
Heterosexual	3625	83.03%	1157	31.92%	413	11.39%
LGB	741	16.97%	249	33.60%	97	13.09%

All Applicants for all vacancies by Contract Type - Fixed Term/Temporary/Secondments						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1212	100.00%	430	35.48%	199	16.42%
Heterosexual	986	81.35%	348	35.29%	166	16.84%
LGB	226	18.65%	82	36.28%	33	14.60%

All Applicants for all vacancies by Contract Type - Casuals						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	550	100.00%	202	36.73%	141	25.64%
Heterosexual	440	80.00%	167	37.95%	120	27.27%
LGB	110	20.00%	35	31.82%	21	19.09%

Appendix 3 – Recruitment Data (Sexual Orientation) Cont.

All Applicants for lower vacancies - (Lower Scale 1 - 6)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4051	100.00%	1342	33.13%	527	13.01%
Heterosexual	3311	81.73%	1090	32.92%	428	12.93%
LGB	740	18.27%	252	34.05%	99	13.38%

All Applicants for middle vacancies - (Middle SO1/2 - M9)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2078	100.00%	695	33.45%	309	14.87%
Heterosexual	1736	83.54%	579	33.35%	258	14.86%
LGB	342	16.46%	116	33.92%	51	14.91%

All Applicants for higher vacancies - (Upper M8+)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	121	100.00%	55	45.45%	27	22.31%
Heterosexual	100	82.64%	44	44.00%	22	22.00%
LGB	21	17.36%	11	52.38%	5	23.81%

All Applicants for Apprenticeships						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	122	100.00%	54	44.26%	13	10.66%
Heterosexual	96	78.69%	41	42.71%	9	9.38%
LGB	26	21.31%	13	50.00%	4	15.38%

Appendix 4 – Recruitment Data (Sex)

All Applicants for all vacancies						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6670	99.37%	2218	33.25%	911	13.66%
Female	3874	58.08%	1374	35.47%	574	14.82%
Male	2754	41.29%	833	30.25%	333	12.09%
Other	42	0.63%	11	26.19%	4	9.52%

All Applicants for all vacancies by Contract Type - Permanent						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4655	99.40%	1492	32.05%	536	11.51%
Female	2739	58.84%	941	34.36%	339	12.38%
Male	1888	40.56%	543	28.76%	193	10.22%
Other	28	0.60%	8	28.57%	4	14.29%

All Applicants for all vacancies by Contract Type - Fixed Term/Temporary/Secondments						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1300	99.38%	455	35.00%	211	16.23%
Female	746	57.38%	275	36.86%	134	17.96%
Male	546	42.00%	179	32.78%	77	14.10%
Other	8	0.62%	1	12.50%	0	0.00%

All Applicants for all vacancies by Contract Type - Casual						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	592	98.99%	218	36.82%	152	25.68%
Female	329	55.57%	128	38.91%	93	28.27%
Male	257	43.41%	88	34.24%	59	22.96%
Other	6	1.01%	2	0.00%	0	0.00%

Appendix 4 – Recruitment Data (Sex) Cont.

All Applicants for lower vacancies - (Lower Scale 1 - 6)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4352	99.36%	1424	32.72%	558	12.82%
Female	2497	57.38%	877	35.12%	347	13.90%
Male	1827	41.98%	539	29.50%	208	11.38%
Other	28	0.64%	8	28.57%	3	10.71%

All Applicants for middle vacancies - (Middle SO1/2 - M9)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2190	99.41%	735	33.56%	324	14.79%
Female	1309	59.77%	460	35.14%	208	15.89%
Male	868	39.63%	272	31.34%	115	13.25%
Other	13	0.59%	3	0.00%	1	0.00%

All Applicants for higher vacancies - (Upper M8+)						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	128	99.22%	59	46.09%	29	22.66%
Female	68	53.13%	37	54.41%	19	27.94%
Male	59	46.09%	22	37.29%	10	16.95%
Other	1	0.78%	0	0.00%	0	0.00%

All Applicants for Apprenticeships						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	123	100.00%	53	43.09%	12	9.76%
Female	60	48.78%	30	50.00%	8	13.33%
Male	63	51.22%	23	36.51%	4	6.35%
Other	0	0.00%	0	0.00%	0	0.00%

Appendix 5 – Recruitment Data (Age)

All Applicants for all vacancies						
2018/19	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6612	100.00%	2201	33.29%	901	13.63%
Under 18	33	0.50%	13	39.39%	4	12.12%
18-24	745	11.27%	183	24.56%	74	9.93%
25-34	2216	33.51%	658	29.69%	270	12.18%
35-44	1931	29.20%	628	32.52%	261	13.52%
45-54	1191	18.01%	529	44.42%	218	18.30%
55-64	468	7.08%	175	37.39%	64	13.68%
65 and over	28	0.42%	15	53.57%	10	35.71%