

# Workforce Equalities Report 2017/18

Produced by Human Resources & Organisational Development

# Index

<a href="#"><u>Introduction</u></a>	3
Key Findings	4
Changes in Workforce	4
Workforce Data - Ethnicity	7
Workforce Data - Disability	14
Workforce Data – Sexual Orientation	21
Workforce Data – Gender	28
Appendix 1 – Recruitment Data	32

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. 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.

# Key Findings

- The council continues to steadily increase the ethnic composition of its workforce, though employees identifying as BME and White Other remain under-represented when compared with the economically active population of the city
- The percentage of White Other applicants has increased compared with last year. There has been a noticeable improvement in this group's success rate in securing interviews and job offers, particularly in relation to permanent roles
- Although the highest proportion of BME employees continues to be employed in Scale 1-6 roles, this year has seen a further increase in the proportion of BME individuals employed in posts within the middle grade band
- The proportion of disabled employees within the workforce remains similar to 2016/17 and is in line with the percentage of disabled people who are economically active in Brighton & Hove
- In contrast to the last two years, the percentage of employees aged under 30 increased by around 1% in 2017/18, whilst the percentage of employees aged 50 or over remained the same

# Workforce Trends at a Glance

	2014/15	2015/16	2016/17	2017/18	Direction	Workforce target *
Contracted workforce - Headcount	4845	4549	4291	4333	↑	-
Contracted workforce - FTE	4178.84	3870.70	3682.41	3724.08	↑	-
BME †	5.93%	6.25%	6.72%	6.90%	↑	9.1%
White Other	5.75%	6.03%	6.48%	6.85%	↑	8.80%
White Irish	2.20%	2.08%	2.25%	2.26%	→	1.60%
Disabled	8.13%	7.86%	7.47%	7.51%	↑	8.00% **
LGB	11.61%	12.01%	10.77%	11.82%	↑	13.0% ***
Sex – Female	59.03%	59.46%	59.48%	59.70%	↑	46.40%
Sex – Male	40.97%	40.54%	40.52%	40.30%	↓	53.60%















† BME is defined as “individuals from a Black, Asian or other non-white ethnic group”.

\* set in line with 2011 Census data and refers to the economically active population of Brighton & Hove that is “individuals aged 16 or over whom are either in work or are actively seeking work”

\*\* this target was revised from 7.5% to 8.00% in April 2016 due to the original target being exceeded

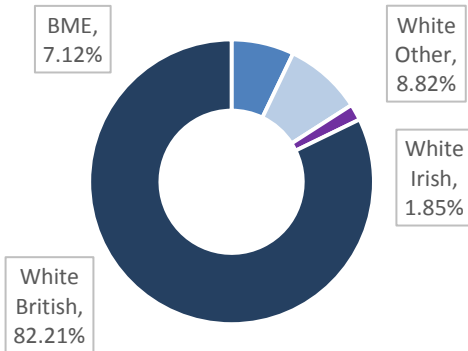
\*\*\* this target was set having regard to data from the Health & Wellbeing Joint Strategic Needs Assessment in 2011 that estimated that approximately 1 in 6 (16.7%) of Brighton & Hove residents identified as LGB or T.

## Workforce Trends at a Glance (cont.)

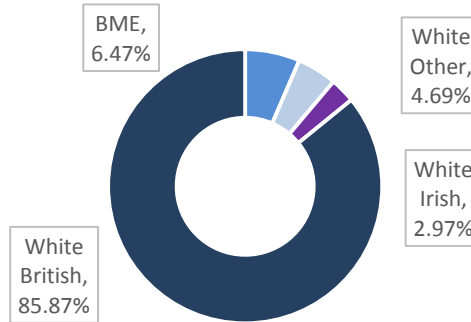
	2014/15	2015/16	2016/17	2017/18	Direction
No religion	52.66%	53.78%	54.38%	56.22%	
Christian	37.62%	36.65%	36.08%	34.51%	
Other religion	9.72%	9.57%	9.54%	9.27%	
Age - <20	0.08%	0.15%	0.21%	0.30%	
Age - 20-24	1.67%	1.54%	1.52%	1.78%	
Age - 25-29	5.10%	4.46%	4.36%	5.12%	
Age - 30-34	9.66%	9.14%	8.04%	7.96%	
Age - 35-39	12.24%	12.18%	12.45%	12.30%	
Age - 40-44	14.69%	14.03%	14.22%	13.18%	
Age - 45-49	16.94%	17.01%	16.38%	16.43%	
Age - 50-54	16.30%	17.70%	18.43%	17.52%	
Age - 55-59	12.05%	12.44%	13.35%	14.05%	
Age - 60-64	7.97%	7.98%	8.06%	8.22%	
Age - 65+	3.30%	3.37%	2.98%	3.14%	

# Ethnicity – distribution by grade

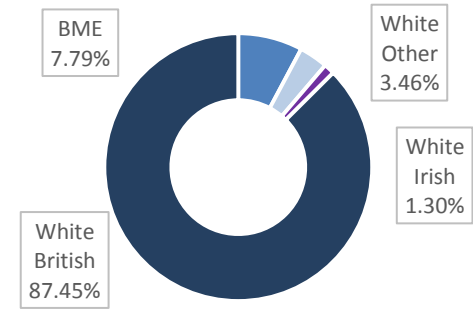
Scale 1-6  
£16,213 - £24,964 per annum



Scale SO1/2 – M9  
£25,951 - £41,025 per annum



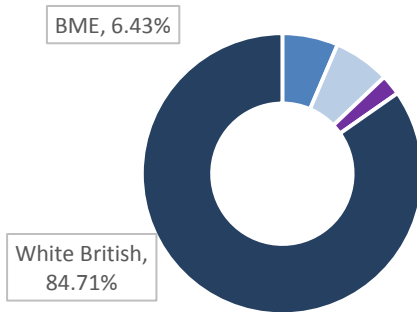
Scale M8 and over  
£41,967 + per annum



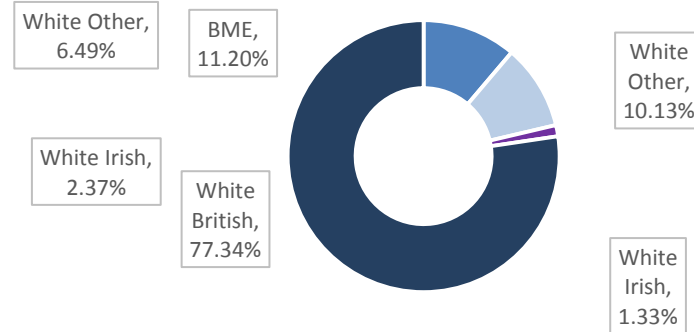
- 65.57% of all BME employees were employed in Scale 1-6 roles although this figure represents a slight fall of 0.84% on the previous year
- There has been a marginal increase in the level of representation of BME employees in posts within the middle grade band
- Nearly 70% of all employees from a White Other background occupied posts graded Scale 1-6
- This group's level of representation within this lower grade band increased by 0.58% over the last year

# Ethnicity – distribution by contract type

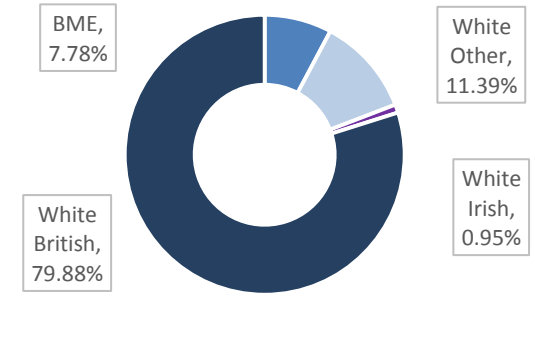
Permanent



Temporary/Fixed-term



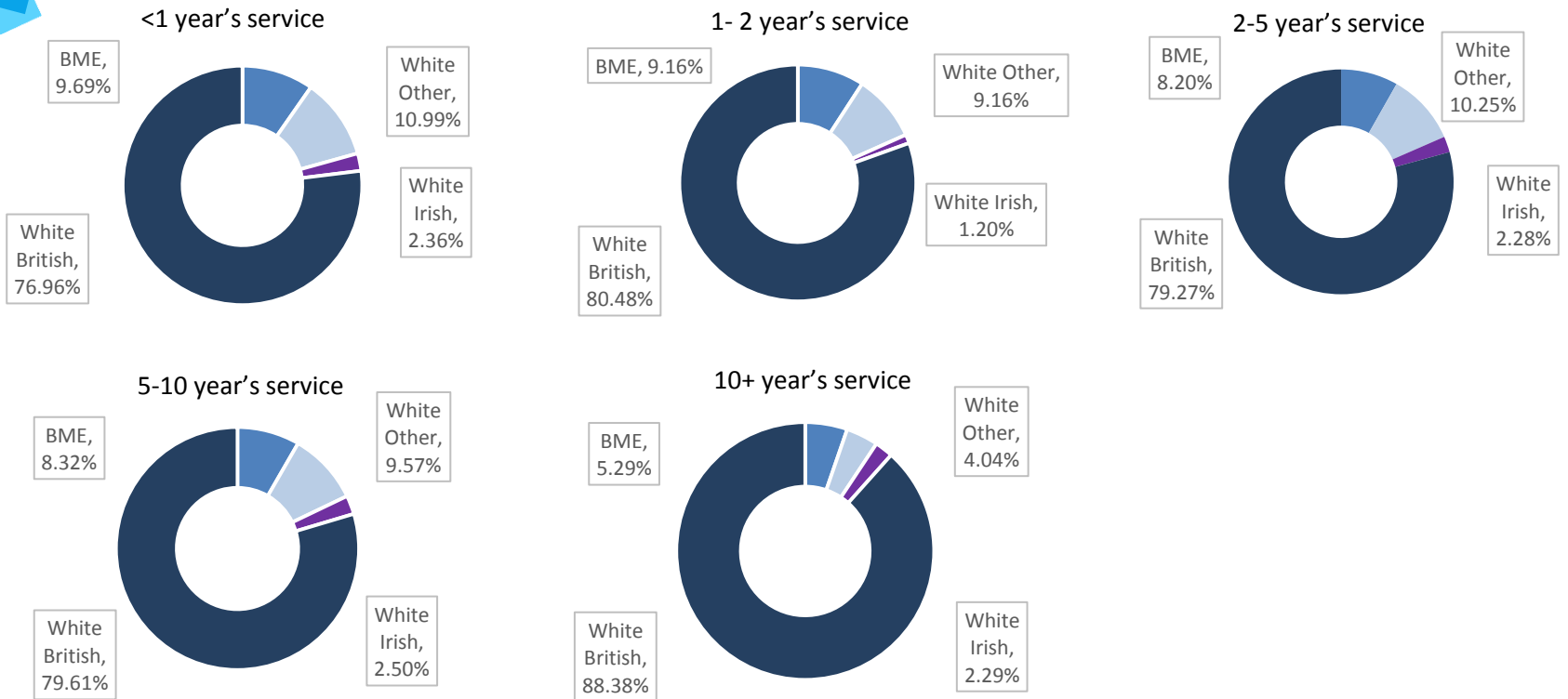
Casual



- BME employees are much more likely to be employed on temporary/fixed-term contracts or on an ad hoc casual basis
- There were approximately 1% fewer individuals from a BME background working on a casual basis compared with last year
- In contrast the percentage of individuals from a White Other background within the council's casual workforce increased by 2.65% over the same period



# Ethnicity – distribution by length of service



- Just over 63% of all BME employees have been with the council for at least 5 years and approximately 40% for 10 years or more.
- The proportion of White Other employees who have been employed for a similar length of time was lower at 57.69% and 31.15% respectively.
- 25% of all White Other employees had less than 2 years' service which is more than double the figure for BME staff (10.91%)

## Ethnicity – New starters

<b>Ethnicity</b>	<b>No. of new employees</b>	<b>Percentage of new starters</b>
BME	78	9.91%
White Other	81	10.29%
White Irish	17	2.16%
White British	611	77.64%

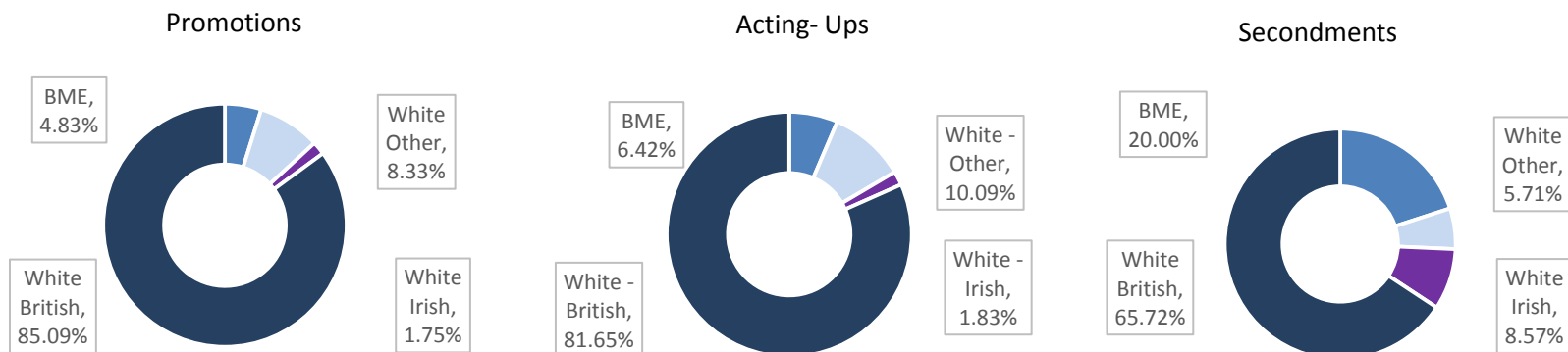
- The council continues to slowly but steadily increase the ethnic diversity of its workforce, though employees identifying as BME remain under-represented (6.9%) when compared with the economically active population of the city (9.1%)
- Just under 15% of all applicants for non-schools vacancies were submitted by BME candidates. This figure is similar to 2016/17
- This year saw approximately a 1% increase in the proportion of White Other applicants and this group had a slightly higher degree of success in being shortlisted and securing job offers
- Nevertheless, both BME and White Other candidates continue to be less successful in gaining employment when compared with White British and White Irish applicants
- Recruitment data is shown in detail at Appendix 1.

Reason for leaving – all employees							
Death in service	Dismissal	End of fixed-term contract	Resignation	Ill-health	Redundancy /early retirement	Retirement	TUPE
0.98%	4.12%	6.67%	57.65%	4.31%	6.47%	7.25%	12.55%

Ethnicity	No. of employees	Percentage of leavers	Percentage of workforce
BME	32	7.63%	6.90%
White Other	33	7.88%	6.85%
White Irish	8	1.91%	2.26%
White British	346	82.58%	83.99%

- A higher proportion of BME 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 (46.9%) voluntarily resigned
- A further 21.9% transferred under TUPE to another organisation and another 12.5% retired
- One BME employee left on the ground of redundancy
- A slightly higher percentage of White Other employees left in 2017/18 compared with the percentage of employees from this group within the workforce
- 60.6% of leavers from this group voluntarily resigned and a further 15.15% transferred out under TUPE

# Ethnicity – Development opportunities



- Securing a promotion, the chance to act-up into a higher graded role on a temporary basis or to undertake a secondment in a different job provide learning and development opportunities for employees. By broadening their knowledge and experience and developing new skills in this way, these employees are likely to be better placed when seeking to advance their careers.
- As last year, BME employees were less likely to be promoted or secure an acting up opportunity compared with this group's level of representation in the workforce (6.9%). However, they were much more successful in being offered a job on a secondment basis – the figure of 20.0% represents an increase of nearly 5.5% on 2016/17.
- White Other employees were most successful in being offered the chance to “act-up” into a higher-graded role. The figure of 10.09% is up 5.33% on last year. Of all acting up opportunities across the council, 31% were offered in Economy, Environment & Culture (EEC) where White Other employees make up 7.8% of the workforce compared with 4.79% BME employees

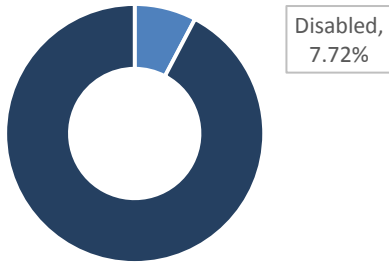
## Ethnicity – HR casework

	<b>Disciplinary cases</b> (no. of employees in brackets)	<b>Attendance Management</b> (no. of employees in brackets)	<b>Grievance</b> (no. of employees in brackets)	<b>% of Workforce</b>
BME	7.23% (6)	3.47% (5)	6.25% (2)	6.90%
White Other	14.46% (12)	8.33% (12)	9.38% (3)	6.85%
White Irish	- (0)	1.39% (2)	3.13% (1)	2.26%
White British	78.31% (65)	86.81% (125)	81.25% (26)	83.99%

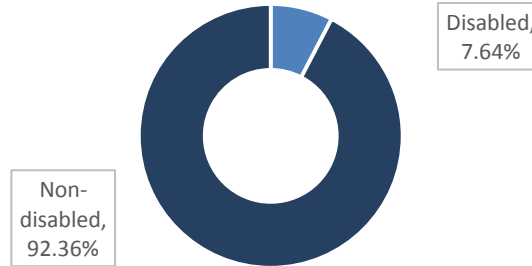
- The percentage of disciplinary cases involving White Other employees has increased by almost 3% since 2016/17 (11.54%). This group has a higher representation in employment casework when compared with their workforce profile

# Disability Status – distribution by grade

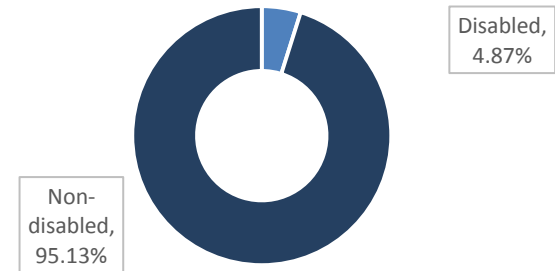
Scale 1-6  
£16,213 - £24,964 per annum



Scale SO1/2 – M9  
£25,951 - £41,025 per annum



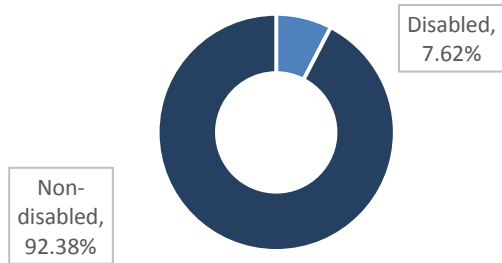
Scale SO1/2 – M9  
£41,967 per annum and  
over



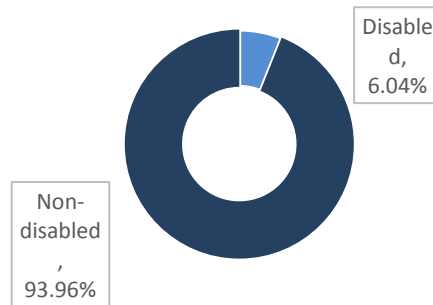
- There has been a slight increase in the percentage of disabled employees employed in the lowest grade band (7.72% compared with 7.58% in 2016/17)
- Whilst the level of representation of this group within the middle grade band has remained unchanged this year, the percentage of disabled employees at the most senior levels in the organisation has fallen slightly from last year. This group remains significantly under-represented at this level.

## Disability Status – distribution by contract type

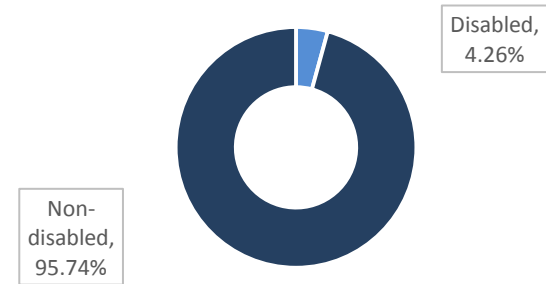
Permanent



Temporary/Fixed-term

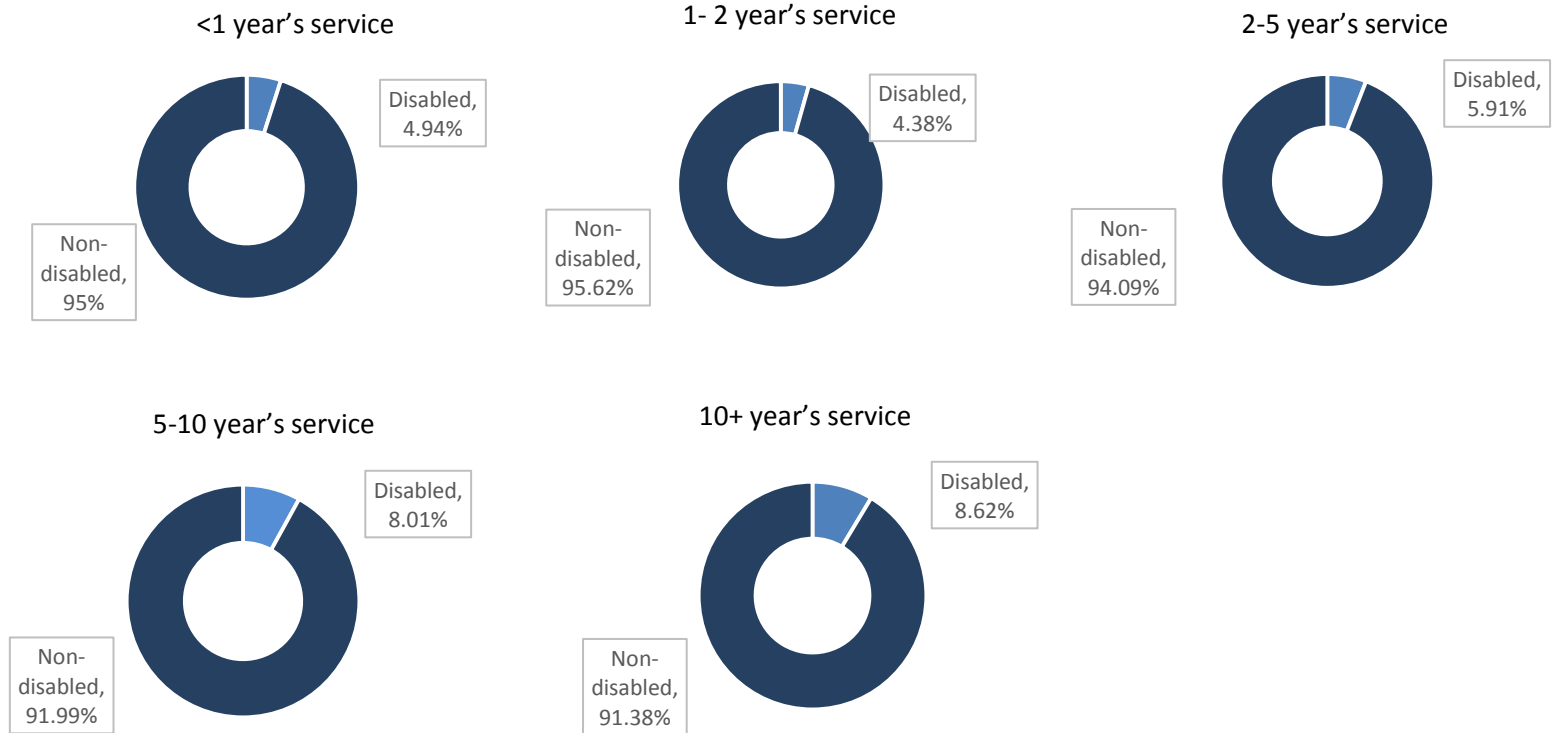


Casual



- The percentage of disabled employees engaged on either a permanent or temporary/fixed-term basis is similar to last year
- In contrast, the percentage of individuals disclosing a disability who were engaged on an ad-hoc casual basis fell this year by 0.37%.

# Disability Status – distribution by length of service



- Approximately 80% of all those employees who disclosed a disability have at least 5 years' service. This is approximately 10% higher than the figure for non-disabled individuals.
- Conversely, the percentage of disabled employees who are within their first two years of employment (10.91%) is significantly lower than that for non-disabled counterparts (17.96%).



## Disability Status - Starters

<b>Disability Status</b>	<b>No. of new employees</b>	<b>Percentage of new starters</b>
Disabled	40	4.97%
Non-disabled	765	95.03%

- 4.23% of all applicants for non-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 for which they had applied
- Disabled applicants were consistently more successful in being shortlisted for vacancies which suggests that the Guaranteed Interview Scheme is having a positive impact on this group.
- This group was also more successful in converting interviews into job offers compared with non-disabled candidates and this was the case irrespective of the grade of the post or whether the appointment was offered on a permanent or temporary/fixed-term basis.
- The exception to this pattern was seen in relation to appointments to casual roles and those within the upper grade band (M8 and above). In the case of the latter, only 5 disabled candidates applied for jobs at this level during the whole of 2017/18.
- Recruitment data is shown in detail at Appendix 1

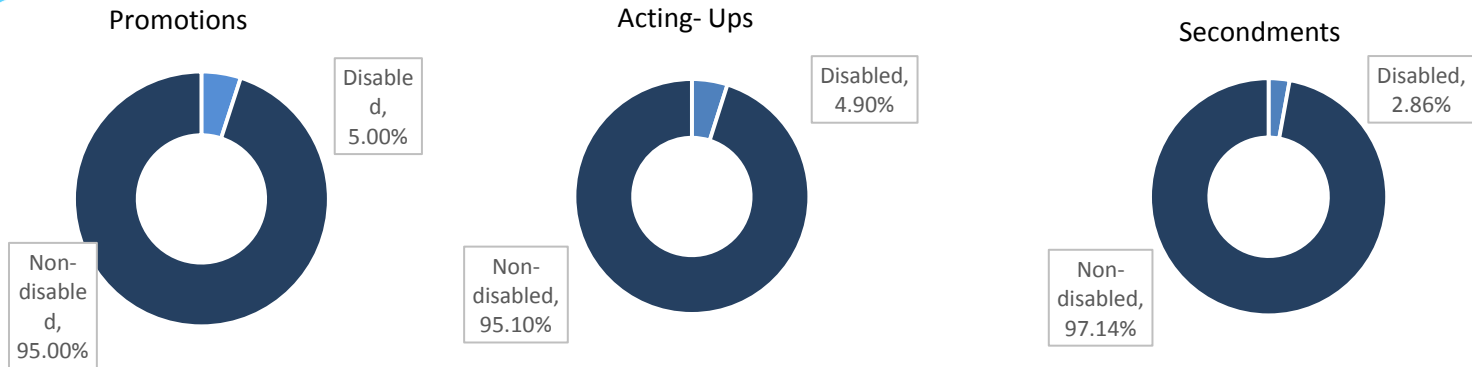
## Disability Status - Leavers

Reason for leaving – all employees							
Death in service	Dismissal	End of fixed-term contract	Resignation	Ill-health	Redundancy /early retirement	Retirement	TUPE
0.98%	4.12%	6.67%	57.65%	4.31%	6.47%	7.25%	12.55%

Disability Status	No. of employees	Percentage of leavers	Percentage of workforce
Disabled	29	7.14%	7.51%
Non-disabled	377	92.86%	92.49%

- A slightly lower percentage 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 (41.3%) voluntarily resigned.
- A further 10.3% transferred under TUPE to another organisation and a similar percentage left because their fixed-term contract expired.
- Only 3.4% of disabled employees left on the ground of redundancy. This figure equates to one individual who applied to take early retirement.

## Disability Status – Development opportunities



- Securing a promotion, the chance to act-up into a higher graded role on a temporary basis or to undertake a secondment in a different job provide learning and development opportunities for employees. By broadening their knowledge and experience and developing new skills in this way, these employees are likely to be better placed when seeking to advance their careers
- Disabled employees were much less likely to secure development opportunities than might be expected given the level of representation of this protected group within the workforce
- The percentage of individuals who were promoted fell markedly this year 3.63%
- A similar pattern was seen in relation to this group's success in securing acting up opportunities and new jobs offered on a secondment basis
- The percentage of disabled employees offered the chance to either act up into a higher-graded job or undertake a secondment fell by approximately 1.5% and 1.0% respectively this year.

# Disability Status – HR casework

	<b>Disciplinary cases</b> (no. of employees in brackets)	<b>Attendance Management</b> (no. of employees in brackets)	<b>Grievance</b> (no. of employees in brackets)	<b>% of Workforce</b>
Disabled	9.09% (7)	16.79% (23)	9.68% (3)	7.51%
Non-disabled	90.91% (70)	83.21% (114)	90.32% (28)	92.49%

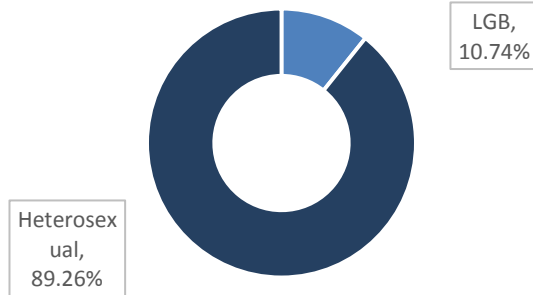
## Disability Status – HR casework

	<b>Disciplinary cases</b> (no. of employees in brackets)	<b>Attendance Management</b> (no. of employees in brackets)	<b>Grievance</b> (no. of employees in brackets)	<b>% of Workforce</b>
Disabled	9.09% (7)	16.79% (23)	9.68% (3)	7.51%
Non-disabled	90.91% (70)	83.21% (114)	90.32% (28)	92.49%

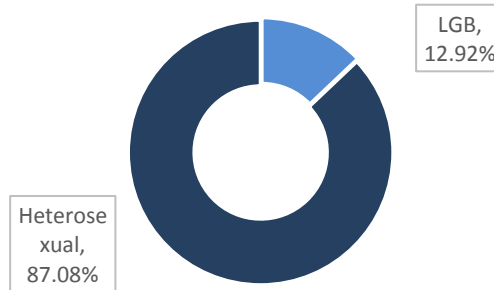
- The percentage of attendance management cases involving disabled employees has reduced by almost 5% since 2016/17

# Sexual Orientation – distribution by grade

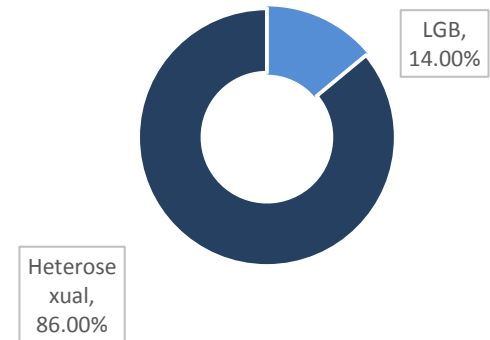
Scale 1-6  
£16,213 - £24,964 per annum



Scale SO1/2 – M9  
£25,951 - £41,025 per annum

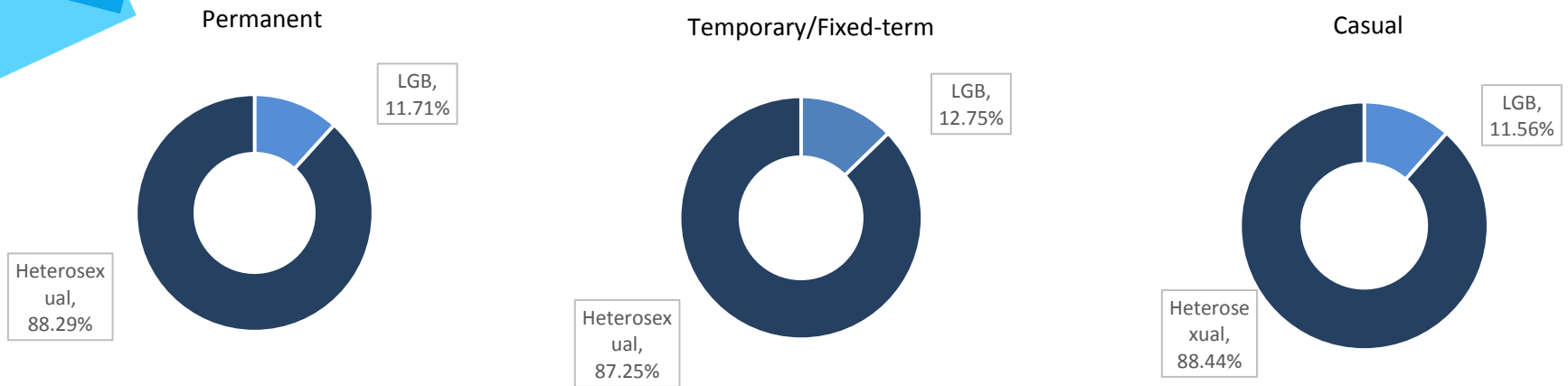


Scale M8+  
£41,967 per annum and over



- Whilst the percentage of employees identifying as L, G or B employed in the lowest grade band has remained stable over the last twelve months, there has been a slight decrease in the percentage of employees identifying as L,G or B employed in the middle grade band (12.92% compared with 13.42% in 2016/17).
- In contrast, there has been a concomitant increase in the level of representation of this group at the most senior levels in the organisation.
- Unlike other protected groups, individuals identifying as L, G or B are well represented in the more senior roles.

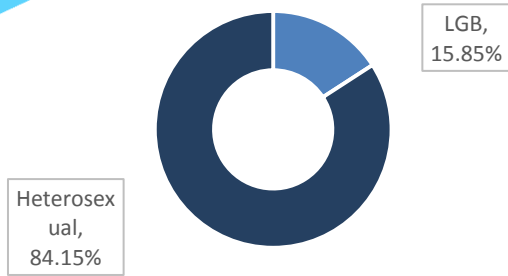
# Sexual Orientation – distribution by contract type



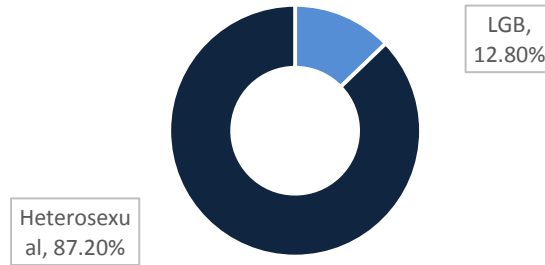
- The percentage of LGB employees engaged on a permanent basis remained similar to last year.
- In contrast, the percentage of individuals who identified as L,G or B who were employed on a temporary/fixed-term contract fell by approximately 2.5% this year.
- The percentage of LGB casual workers increased by nearly 2% over the last twelve months.

# Sexual Orientation – distribution by length of service

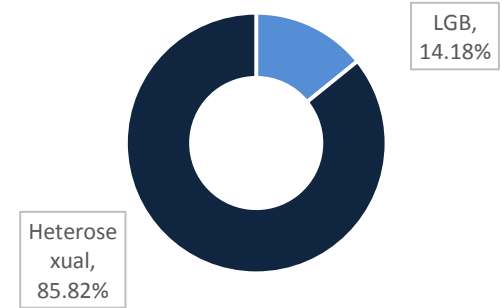
<1 year's service



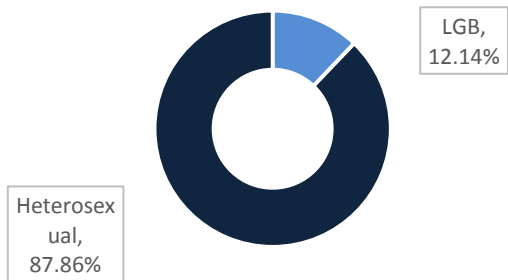
1- 2 year's service



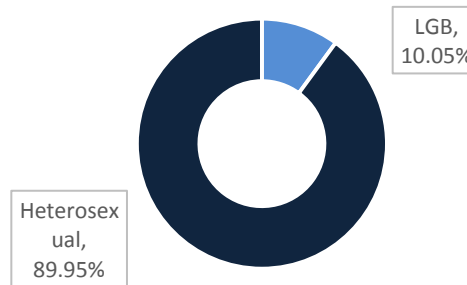
2- 5 year's service



5-10 year's service



10+ year's service





# Sexual Orientation - Starters

Sexual Orientation	No. of new employees	Percentage of new starters
LGB	119	15.99%
Heterosexual	625	84.01%

- 13.89% of all applicants for non-schools vacancies identified as L,G or B. This figure is similar to 2016/17.
- LGB applicants were consistently more successful in being shortlisted and securing job offers than heterosexual candidates irrespective of the grade of the vacancy and the type of contract.
- Recruitment data is shown in detail at Appendix 1

# Sexual Orientation - Leavers

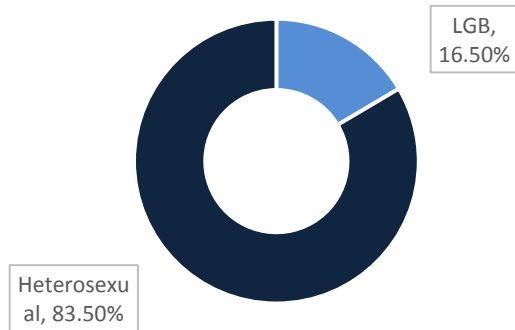
Reason for leaving – all employees							
Death in service	Dismissal	End of fixed-term contract	Resignation	Ill-health	Redundancy /early retirement	Retirement	TUPE
0.98%	4.12%	6.67%	57.65%	4.31%	6.47%	7.25%	12.55%

Sexual Orientation	No. of employees	Percentage of leavers	Percentage of workforce
LGB	58	14.44%	11.82%
Heterosexual	308	85.56%	88.18%

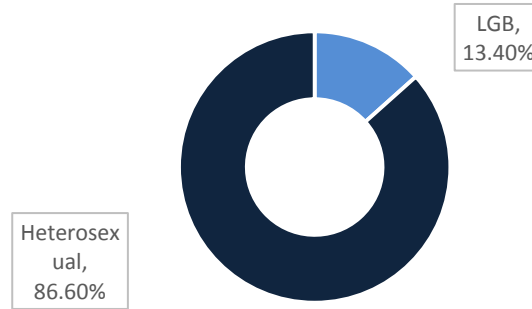
- 62.07% of LGB employees voluntarily resigned from the council's employment
- A further 10.34% transferred to another organisation under TUPE
- The other main reasons for leaving were the ending of a fixed-term contract and voluntary redundancy (each accounting for 8.62% of leavers).

# Sexual Orientation – Development opportunities

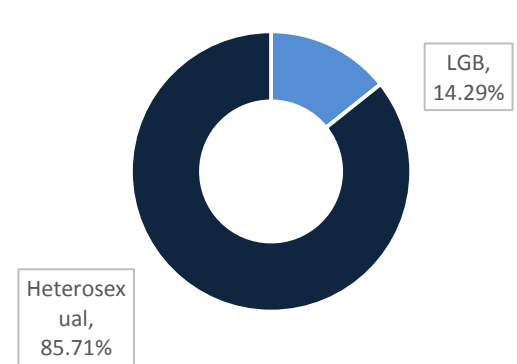
Promotions



Acting- Ups



Secondments



- LGB employees were more likely to secure development opportunities than might be expected given this group's level of representation in the workforce.
- The percentage of individuals securing promotions to a higher graded role increased this year by 1.6% compared with the figure for 2016/17.
- Similar increases compared with last year were seen in relation to acting up (1.71%) and secondment opportunities (5.78%).

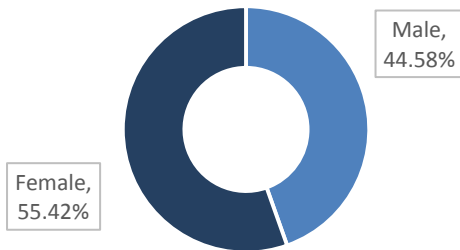
# Sexual Orientation – HR casework

	<b>Disciplinary cases</b> (no. of employees in brackets)	<b>Attendance Management</b> (no. of employees in brackets)	<b>Grievance</b> (no. of employees in brackets)	<b>% of Workforce</b>
LGB	9.09% (7)	16.79% (23)	9.68% (3)	11.82%
Heterosexual	85.94% (55)	86.67% (104)	95.83% (23)	88.18%

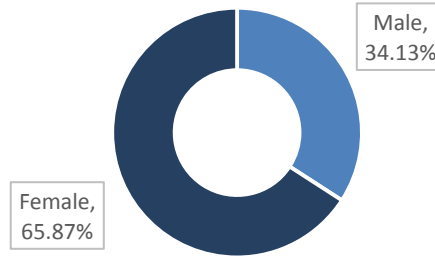
- As last year, those identifying as L, G or B were more likely to be the subject of formal attendance management procedures compared with the workforce profile

## Sex – distribution by grade

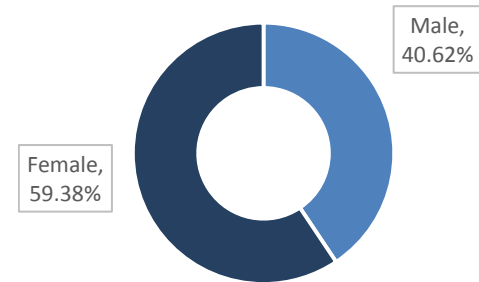
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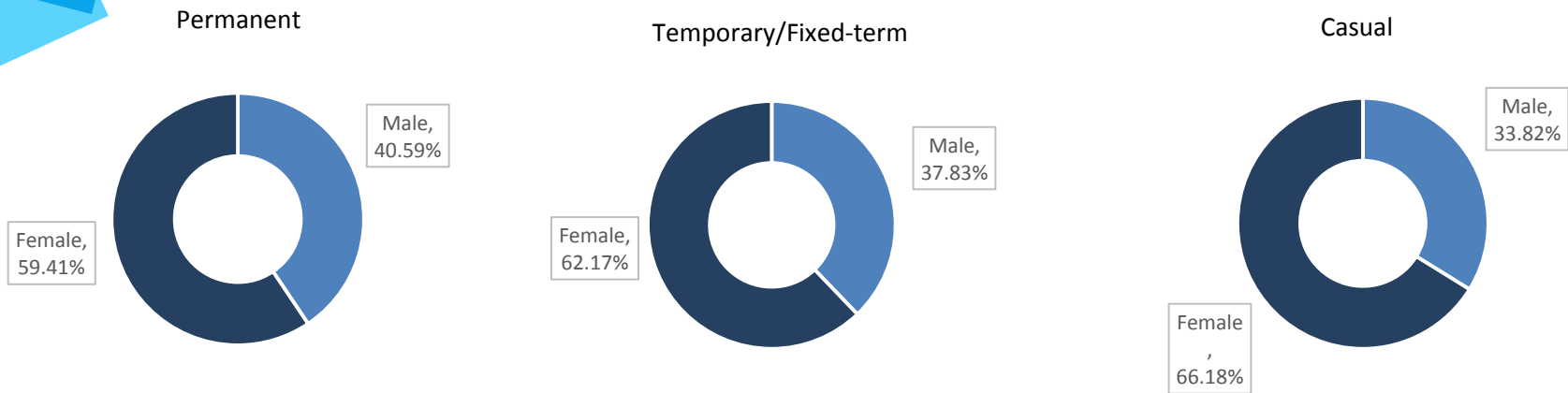


Scale M8+  
£41,967 per annum and over



- As in 2016/17, 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 compared with the highest level of representation within the Scale SO1/2- M9 grade band.
- The level of representation of each sex within the three grade bands is virtually unchanged from last year.

## Sex – distribution by contract type



- This year saw a slight increase in the percentage of female employees employed on permanent contracts (0.58%) compared with 2016/17.
- In contrast, the percentage of female employees employed on temporary/fixed-term contracts fell by 4.5% over the last twelve months.
- The sex profile of the council's casual workforce has also changed markedly with the proportion of female workers increasing by 5.26%.

## Sex - Leavers

<b>Sex</b>	<b>No. of employees</b>	<b>Percentage of leavers</b>	<b>Percentage of workforce</b>
Male	217	42.55%	40.30%
Female	293	57.45%	59.70%

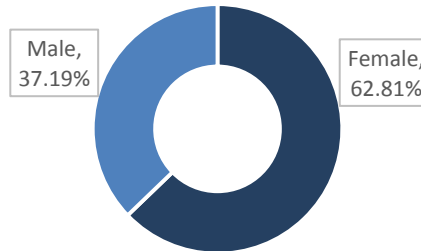
- A slightly higher proportion of male employees left during the year than might have been expected given this group's level of representation in the workforce. This pattern is similar to that seen in 2016/17.
- Over half of the men (54.8%) and nearly 60% of the women who left, resigned voluntarily.
- A similar percentage of male and female employees (approximately 12%) were transferred to another organisation under TUPE.
- Two thirds of employees who left on the ground of redundancy this year were female.

# Sex – Development opportunities

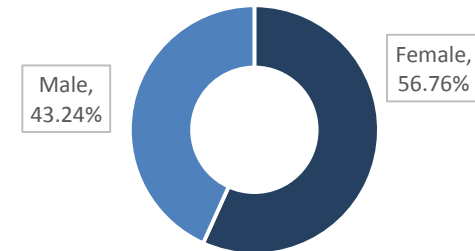
Promotions



Acting- Ups



Secondments



- As last year, female employees were much more successful in securing promotions compared with their male counterparts
- This is underlined by the fact that percentage of promotion and acting-up opportunities being offered to female staff increased markedly this year by 6.5% and 10.45% respectively
- In contrast, the proportion of female employees being offered new roles on the basis of a secondment fell by 2.6%.



# Sex – HR casework

	<b>Disciplinary cases</b> (no. of employees in brackets)	<b>Attendance Management</b> (no. of employees in brackets)	<b>Grievance</b> (no. of employees in brackets)	<b>% of Workforce</b>
Male	59.22% (61)	49.43% (86)	55.56% (20)	40.3%
Female	40.78% (42)	50.57% (88)	44.44% (16)	59.7%

- Male employees were more likely to have raised concerns or be the subject of formal attendance management and disciplinary procedures when compared with their level of representation within the workforce

## Appendix 1 – Recruitment data (Ethnicity)

Applicants for all non-schools vacancies						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6422	100.00%	1917	29.85%	787	12.25%
BME	951	14.81%	232	24.40%	78	8.20%
White British	4519	70.37%	1420	31.42%	611	13.52%
White Irish	67	1.04%	34	50.75%	17	25.37%
White Other	885	13.78%	231	26.10%	81	9.15%
Applicants for all vacancies by Contract Type - Permanent						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4284	100.00%	1237	28.87%	484	11.30%
BME	620	14.47%	143	23.06%	43	6.94%
White British	3005	70.14%	914	30.42%	378	12.58%
White Irish	43	1.00%	23	53.49%	12	27.91%
White Other	616	14.38%	157	25.49%	51	8.28%
Applicants for all vacancies by Contract Type - Fixed Term/Temporary						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1626	100.00%	511	31.43%	210	12.92%
BME	241	14.82%	59	24.48%	17	7.05%
White British	1173	72.14%	398	33.93%	173	14.75%
White Irish	16	0.98%	7	43.75%	3	18.75%
White Other	196	12.05%	47	23.98%	17	8.67%
Applicants for all vacancies by Contract Type - Casual						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	374	100.00%	114	30.48%	79	21.12%
BME	64	17.11%	19	29.69%	15	23.44%
White British	246	65.78%	72	29.27%	51	20.73%
White Irish	8	2.14%	4	50.00%	2	25.00%
White Other	56	14.97%	19	33.93%	11	19.64%

## Recruitment data (Ethnicity) continued

Applicants for Apprenticeships						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	138	100.00%	55	39.86%	14	10.14%
BME	26	18.84%	11	42.31%	3	11.54%
White British	95	68.84%	36	37.89%	9	9.47%
White Irish	0	0.00%	0	0.00%	0	0.00%
White Other	17	12.32%	8	47.06%	2	11.76%
Applicants for vacancies - (Scale 1 - 6)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4182	100.00%	1207	28.86%	480	11.48%
BME	608	14.54%	157	25.82%	55	9.05%
White British	2895	69.23%	859	29.67%	354	12.23%
White Irish	39	0.93%	22	0.00%	11	0.00%
White Other	640	15.30%	169	26.41%	60	9.38%
Applicants for vacancies - (Grade SO1/2 - M9)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2102	100.00%	589	28.02%	280	13.32%
BME	324	15.41%	72	159.57%	23	7.10%
White British	1518	72.22%	517	0.79%	232	15.28%
White Irish	24	1.14%	12	250.00%	6	25.00%
White Other	236	11.23%	60	25.42%	19	8.05%
Applicants for vacancies –(Grade M8 and above)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	138	100.00%	49	35.51%	27	19.57%
BME	19	13.77%	3	15.79%	0	0.00%
White British	106	76.81%	44	41.51%	25	23.58%
White Irish	4	2.90%	0	0.00%	0	0.00%
White Other	9	6.52%	2	22.22%	2	22.22%

## Appendix 1 – Recruitment data (disability status)

Applicants for all non-schools vacancies						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6521	100.00%	1932	29.63%	805	12.34%
Disabled	276	4.23%	116	42.03%	40	14.49%
Non-disabled	6245	95.77%	1816	29.08%	765	12.25%
Applicants for all vacancies by Contract Type - Permanent						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4338	100.00%	1239	28.56%	493	11.36%
Disabled	184	4.24%	72	39.13%	23	12.50%
Non-disabled	4154	95.76%	1167	28.09%	470	11.31%
Applicants for all vacancies by Contract Type - Fixed Term/Temporary						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1665	100.00%	521	31.29%	216	12.97%
Disabled	75	4.50%	36	48.00%	14	18.67%
Non-disabled	1590	95.50%	485	30.50%	202	12.70%
Applicants for all vacancies by Contract Type - Casual						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	380	100.00%	116	30.53%	81	21.32%
Disabled	11	2.89%	4	36.36%	2	18.18%
Non-disabled	369	97.11%	112	30.35%	79	21.41%

## Appendix 1 – Recruitment data (disability status) continued

Applicants for all vacancies by Contract Type - Apprenticeship						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	138	100.00%	56	40.58%	15	10.87%
Disabled	6	4.35%	4	66.67%	1	16.67%
Non-disabled	132	95.65%	52	39.39%	14	10.61%
Applicants for vacancies - (Scale 1 - 6)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4246	100.00%	1222	28.78%	496	11.68%
Disabled	188	4.43%	81	43.09%	25	13.30%
Non-disabled	4058	95.57%	1141	28.12%	471	11.61%
Applicants for vacancies - (Grade SO1/2 - M9)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2134	100.00%	662	31.02%	282	13.21%
Disabled	83	3.89%	34	40.96%	15	18.07%
Non-disabled	2051	96.11%	628	30.62%	267	13.02%
Applicants for vacancies - Grade M8 and above)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	141	100.00%	48	34.04%	27	19.15%
Disabled	5	3.55%	1	20.00%	0	0.00%
Non-disabled	136	96.45%	47	34.56%	27	19.85%

## Appendix 1 – Recruitment data (sexual orientation)

All Applicants for all non-schools vacancies						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6090	100.00%	1819	29.87%	744	12.22%
Heterosexual	5244	86.11%	1550	29.56%	625	11.92%
LGB	846	13.89%	269	31.80%	119	14.07%
Applicants for all vacancies by Contract Type - Permanent						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4060	100.00%	1173	28.89%	456	11.23%
Heterosexual	3488	85.91%	987	28.30%	376	10.78%
LGB	572	14.09%	186	32.52%	80	13.99%
Applicants for all vacancies by Contract Type - Fixed Term/Temporary						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1540	100.00%	481	31.23%	196	12.73%
Heterosexual	1327	86.17%	415	31.27%	170	12.81%
LGB	213	13.83%	66	30.99%	26	12.21%
Applicants for all vacancies by Contract Type - Casuals						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	355	100.00%	112	31.55%	78	21.97%
Heterosexual	309	87.04%	99	32.04%	66	21.36%
LGB	46	12.96%	13	28.26%	12	26.09%

## Appendix 1 – Recruitment data (sexual orientation) continued

Applicants for all vacancies by Contract Type - Apprenticeships						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	135	100.00%	53	39.26%	14	10.37%
Heterosexual	120	88.89%	49	40.83%	13	10.83%
LGB	15	11.11%	4	26.67%	1	6.67%
Applicants for vacancies - (Scale 1 - 6)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	3936	100.00%	1148	29.17%	455	11.56%
Heterosexual	3403	86.46%	982	28.86%	383	11.25%
LGB	533	13.54%	166	31.14%	72	13.51%
Applicants for vacancies - (Grade SO1/2 - M9)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2022	100.00%	624	30.86%	263	13.01%
Heterosexual	1728	85.46%	532	30.79%	223	12.91%
LGB	294	14.54%	92	31.29%	40	13.61%
Applicants for vacancies - (Grade M8 and above)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	132	100.00%	47	35.61%	26	19.70%
Heterosexual	113	85.61%	36	31.86%	19	16.81%
LGB	19	14.39%	11	57.89%	7	36.84%

## Appendix 1 – Recruitment data (sex)

Applicants for all non-schools vacancies						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6557	99.56%	1956	29.83%	807	12.31%
Female	3703	56.47%	1176	31.76%	486	13.12%
Male	2825	43.08%	771	27.29%	319	11.29%
Other	29	0.44%	9	31.03%	2	6.90%
Applicants for all vacancies by Contract Type - Permanent						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4374	99.70%	1259	28.78%	496	11.34%
Female	2458	56.20%	755	30.72%	300	12.21%
Male	1903	43.51%	501	26.33%	196	10.30%
Other	13	0.30%	3	23.08%	0	0.00%
Applicants for all vacancies by Contract Type - Fixed Term/Temporary						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1662	99.10%	524	31.53%	215	12.94%
Female	929	55.90%	306	32.94%	120	12.92%
Male	718	43.20%	212	29.53%	93	12.95%
Other	15	0.90%	6	40.00%	2	13.33%
Applicants for all vacancies by Contract Type - Casual						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	382	99.74%	117	30.63%	81	21.20%
Female	246	64.40%	81	32.93%	57	23.17%
Male	135	35.34%	36	26.67%	24	17.78%
Other	1	0.26%	0	0.00%	0	0.00%



## Appendix 1 – Recruitment data (sex) continued

Applicants for all vacancies by Contract Type - Apprenticeship						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	139	100.00%	56	40.29%	15	10.79%
Female	70	50.36%	34	48.57%	9	12.86%
Male	69	49.64%	22	31.88%	6	8.70%
Other	0	0.00%	0	0.00%	0	0.00%
Applicants for vacancies - (Scale 1 - 6)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4269	99.55%	1234	28.91%	495	11.60%
Female	2355	55.17%	728	30.91%	292	12.40%
Male	1895	44.39%	499	26.33%	202	10.66%
Other	19	0.45%	7	36.84%	1	5.26%
Applicants for vacancies - (Grade SO1/2 - M9)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2147	99.53%	671	31.25%	284	13.23%
Female	1278	59.52%	421	32.94%	177	13.85%
Male	859	40.01%	248	28.87%	106	12.34%
Other	10	0.47%	2	0.00%	1	0.00%
Applicants for vacancies - (Grade M8 and above)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	141	100.00%	51	36.17%	28	19.86%
Female	70	49.65%	27	38.57%	17	24.29%
Male	71	50.35%	24	33.80%	11	15.49%
Other	0	0.00%	0	0.00%	0	0.00%

## Appendix 1 – Recruitment data (age)

	Applicants for all non-schools vacancies					
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6512	100.00%	1942	29.82%	804	12.35%
Under 18	34	0.52%	12	35.29%	8	23.53%
18-24	1113	17.09%	234	21.02%	82	7.37%
25-34	2028	31.14%	539	26.58%	224	11.05%
35-44	1587	24.37%	522	32.89%	224	14.11%
45-54	1250	19.20%	453	36.24%	191	15.28%
55-64	484	7.43%	176	36.36%	74	15.29%
65-74	16	0.25%	6	37.50%	1	6.25%