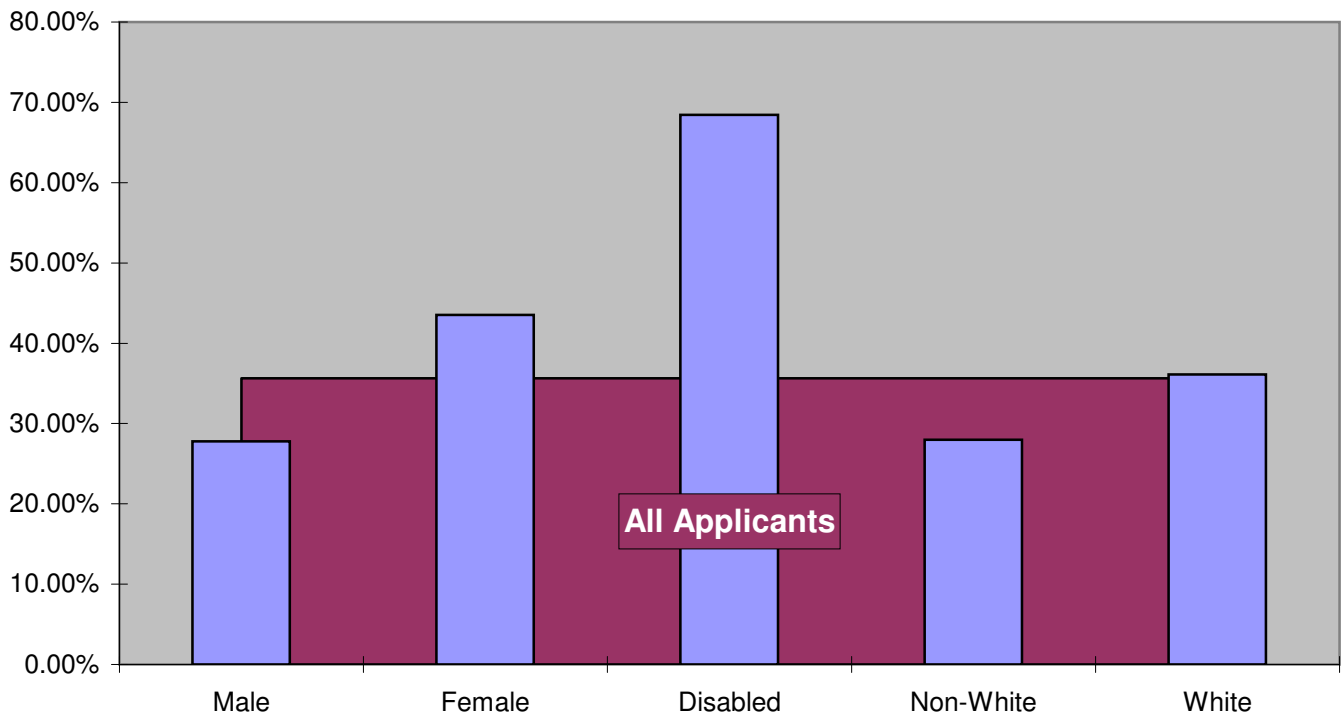


Recruitment Analysis 2010-11 (Advertised Posts Excluding Teachers)

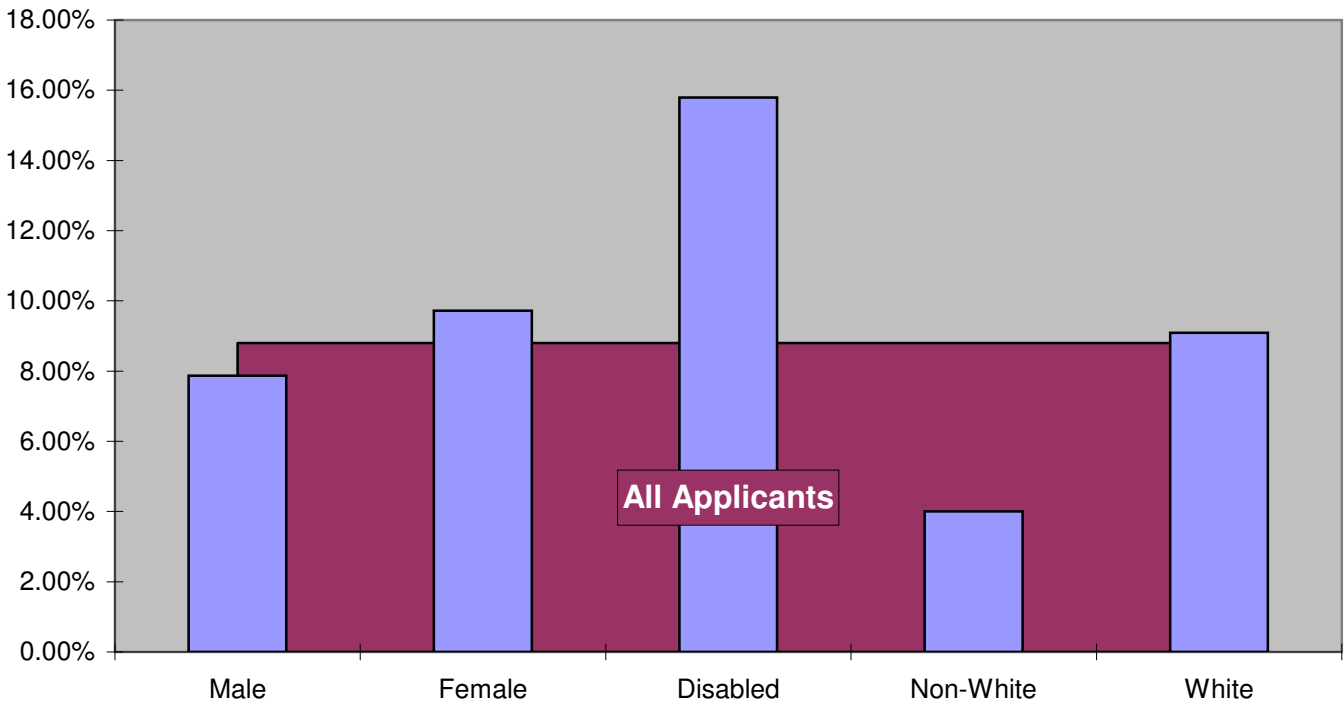
Appendix C

	2009/10 Quarter 1			2010-11	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total		
	No.	% of Applied	Norm		No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm
	All Applicants	2,030				Applied	432											432	
	445	21.92%	21.92%	Shortlisted	154	35.65%	35.65%									154	35.65%	35.65%	
	94	4.63%	4.63%	Appointed	38	8.80%	8.80%									38	8.80%	8.80%	
Male	779			Applied	216											216			
	155	19.90%	21.92%	Shortlisted	60	27.78%	35.65%									60	27.78%	35.65%	
	28	3.59%	4.63%	Appointed	17	7.87%	8.80%									17	7.87%	8.80%	
Female	1,251			Applied	216											216			
	290	23.18%	21.92%	Shortlisted	94	43.52%	35.65%									94	43.52%	35.65%	
	66	5.28%	4.63%	Appointed	21	9.72%	8.80%									21	9.72%	8.80%	
Disabled	91			Applied	19											19			
	40	43.96%	21.92%	Shortlisted	13	68.42%	35.65%									13	68.42%	35.65%	
	5	5.49%	4.63%	Appointed	3	15.79%	8.80%									3	15.79%	8.80%	
Non-White	183			Applied	25											25			
	50	27.32%	21.92%	Shortlisted	7	28.00%	35.65%									7	28.00%	35.65%	
	7	3.83%	4.63%	Appointed	1	4.00%	8.80%									1	4.00%	8.80%	
White	1,847			Applied	407											407			
	395	21.39%	21.92%	Shortlisted	147	36.12%	35.65%									147	36.12%	35.65%	
	87	4.71%	4.63%	Appointed	37	9.09%	8.80%									37	9.09%	8.80%	

Shortlisted Rate



Successful Appointment Rate

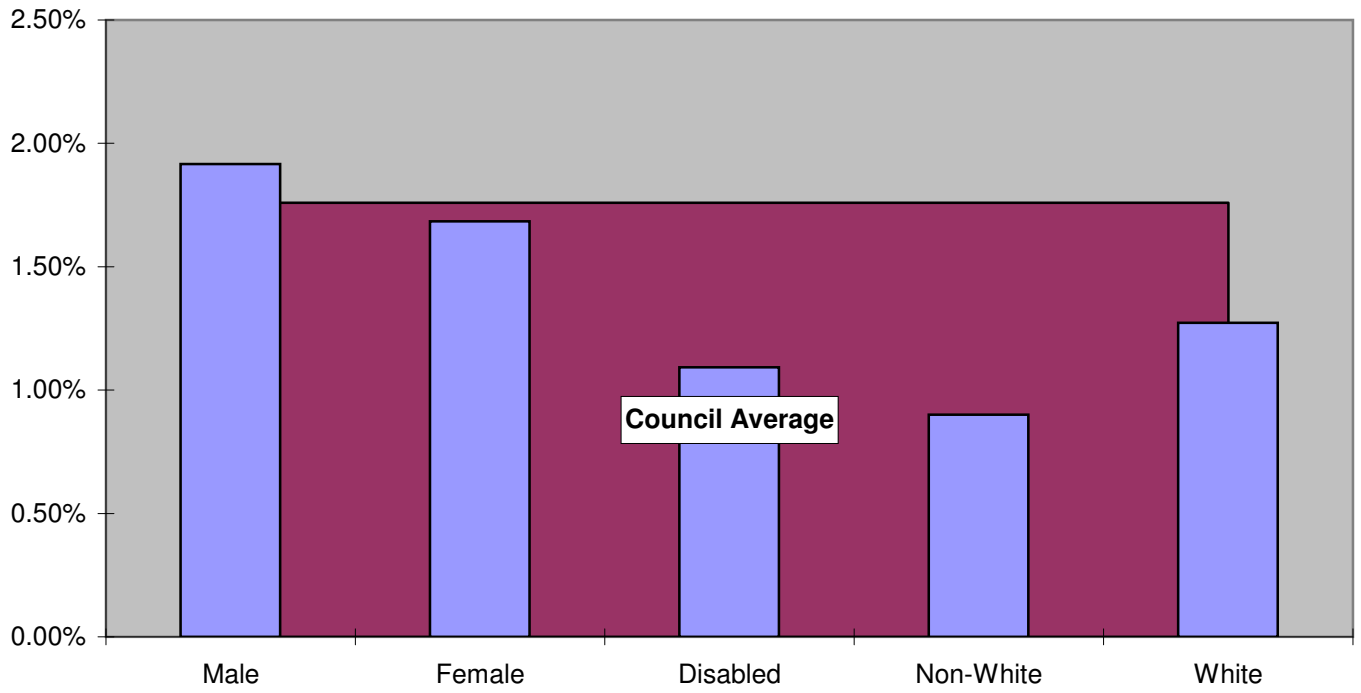


Leaver Analysis 2010-11 (Excluding Schools)

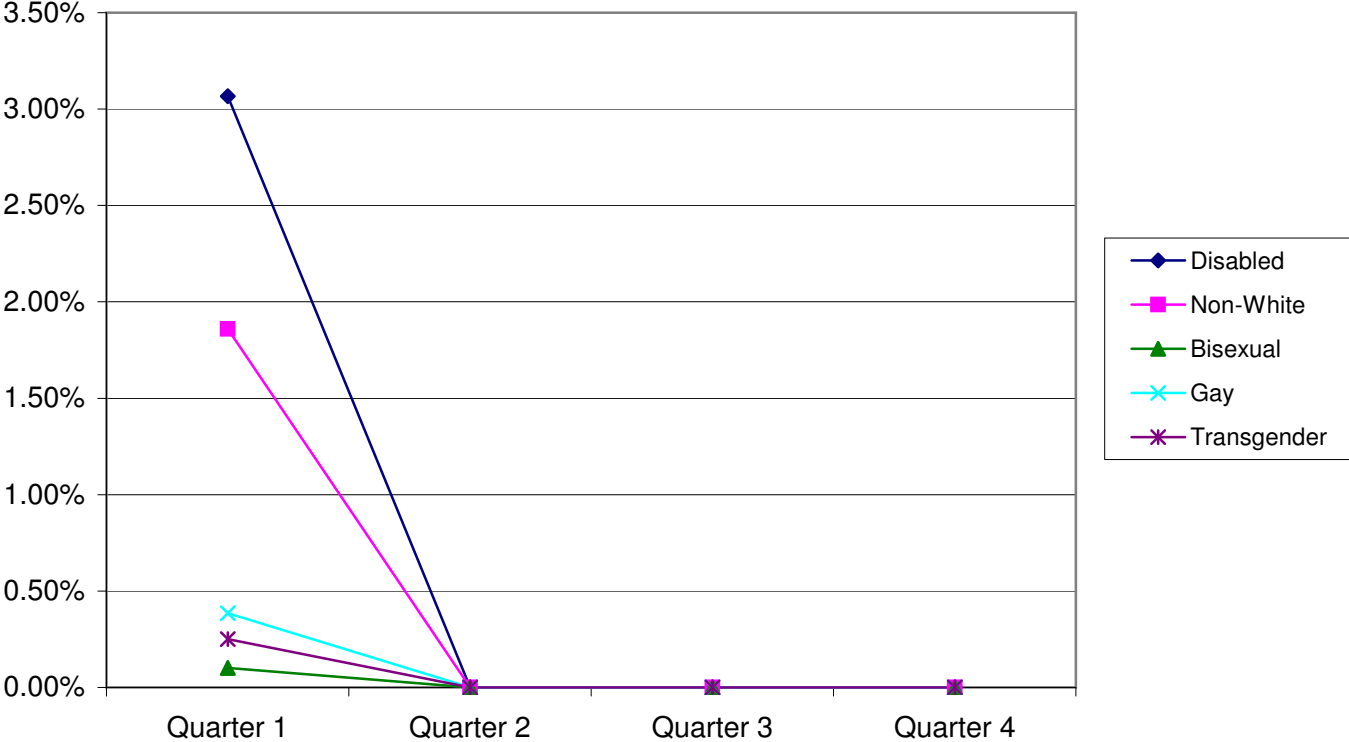
Appendix E

	2009-10 Quarter 1			2010-11	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce	%		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
	Gender	32	1,918		1.67%	Male	37	1,931	1.92%									37	1,931
	102	4,103	2.49%	Female	68	4,037	1.68%									68	4,037	1.68%	
	134	6,021	2.23%	Total	105	5,968	1.76%	0	0		0	0		0	0	105	5,968	1.76%	
Disability	104	4,245	2.45%	Not Disabled	55	4,253	1.29%									55	4,253	1.29%	
	6	192	3.13%	Disabled	2	183	1.09%									2	183	1.09%	
	12	1,557	0.77%	Not Declared	13	1,466	0.89%									13	1,466	0.89%	
	12	27	44.44%	Not Available	35	66	53.03%									35	66	53.03%	
	134	6,021	2.23%	Total	105	5,968	1.76%	0	0		0	0		0	0	105	5,968	1.76%	
Ethnicity	122	5,057	2.41%	White	64	5,030	1.27%									64	5,030	1.27%	
	3	110	2.73%	Non-White	1	111	0.90%									1	111	0.90%	
	6	834	0.72%	Not Declared	9	782	1.15%									9	782	1.15%	
	3	20	15.00%	Not Available	31	45	68.89%									31	45	68.89%	
	134	6,021	2.23%	Total	105	5,968	1.76%	0	0		0	0		0	0	105	5,968	1.76%	

% of Leavers by Category



Minority Groups as % of Workforce



In Post Analysis 2010-11 (Excluding Schools)

Appendix H

	2009-10 Quarter 1		2010-11	Quarter 1		Quarter 2		Quarter 3		Quarter 4	
	No	%		No	%	No	%	No	%	No	%
	Employment Status	3,299		54.79%	Permanent Full Time	3,315	55.55%				
2,426		40.29%	Permanent Part Time	2,318	38.84%						
193		3.21%	Permanent Job Share	191	3.20%						
93		1.54%	Temporary Employees	135	2.26%						
10		0.17%	Modern Apprentices	9	0.15%						
6,021		100.00%	Total	5,968	100.00%	0		0		0	

Gender	1,918	31.86%	Male	1,931	32.36%						
	4,103	68.14%	Female	4,037	67.64%						
	6,021	100.00%	Total	5,968	100.00%						

Disability	4,245	70.50%	Not Disabled	4,253	71.26%						
	192	3.19%	Disabled	183	3.07%						
	1,557	25.86%	Not Declared	1,466	24.56%						
	27	0.45%	Not Available	66	1.11%						
	6,021	100.00%	Total	5,968	100.00%	0		0		0	

Ethnicity	5,057	83.99%	White	5,030	84.28%						
	110	1.83%	Non-White	111	1.86%						
	834	13.85%	Not Declared	782	13.10%						
	20	0.33%	Not Available	45	0.75%						
	6,021	100.00%	Total	5,968	100.00%	0		0		0	

In Post Analysis 2010-11 (Excluding Schools)

Appendix H

	2009-10 Quarter 1		2010-11	Quarter 1		Quarter 2		Quarter 3		Quarter 4	
	No	%		No	%	No	%	No	%	No	%
	Age	56		0.93%	Age 16 - 19	31	0.52%				
610		10.13%	Age 20 - 29	609	10.20%						
983		16.33%	Age 30 - 39	960	16.09%						
1,956		32.49%	Age 40 - 49	1,888	31.64%						
961		15.96%	Age 50 - 54	992	16.62%						
1,260		20.93%	Age 55 - 63	1,272	21.31%						
52		0.86%	Age 64	64	1.07%						
143		2.38%	Age 65 Plus	152	2.55%						
6,021		100.00%	Total	5,968	100.00%	0		0		0	

Sexual Orientation	6	0.10%	Bisexual	6	0.10%						
	20	0.33%	Gay	23	0.39%						
	2,342	38.90%	Heterosexual	2,231	37.38%						
	1,873	31.11%	Not Declared	1,770	29.66%						
	1,780	29.56%	Not Available	1,938	32.47%						
	6,021	100.00%	Total	5,968	100.00%	0		0		0	

Transgender	2,518	41.82%	Gender as at Birth	2,372	39.75%						
	15	0.25%	Gender changed since Birth	15	0.25%						
	1,726	28.67%	Not Declared	1,624	27.21%						
	1,762	29.26%	Not Available	1,957	32.79%						
	6,021	100.00%	Total	5,968	100.00%	0		0		0	

In Post Analysis 2010-11 (Excluding Schools)

Appendix H

2009-10 Quarter 1		2010-11	Quarter 1		Quarter 2		Quarter 3		Quarter 4	
No	%		No	%	No	%	No	%	No	%
67	1.11%	Agnostic	61	1.02%						
103	1.71%	Atheist	100	1.68%						
8	0.13%	Buddhist	8	0.13%						
1,968	32.69%	Christian	1,873	31.38%						
3	0.05%	Hindu	3	0.05%						
51	0.85%	Humanist	47	0.79%						
3	0.05%	Jewish	2	0.03%						
7	0.12%	Muslim	6	0.10%						
11	0.18%	Other	11	0.18%						
10	0.17%	Pagan	11	0.18%						
0	0.00%	Sikh	0	0.00%						
293	4.87%	None	286	4.79%						
1,720	28.57%	Not Declared	1,624	27.21%						
1,777	29.51%	Not Available	1,936	32.44%						
6,021	100.00%	Total	5,968	100.00%	0		0		0	

Length of Service	328	5.45%	Less than 12 months	278	4.66%					
	1,226	20.36%	1-4 years service	1,123	18.82%					
	1,260	20.93%	5-9 years service	1,279	21.43%					
	710	11.79%	10-14 years service	829	13.89%					
	895	14.86%	15-19 years service	743	12.45%					
	856	14.22%	20-23 years service	855	14.33%					
	100	1.66%	24 years service	164	2.75%					
	646	10.73%	Over 25 years service	697	11.68%					
	6,021	100.00%	Total	5,968	100.00%	0		0		0

Employee Interactions 2010-11 (Excluding Schools)

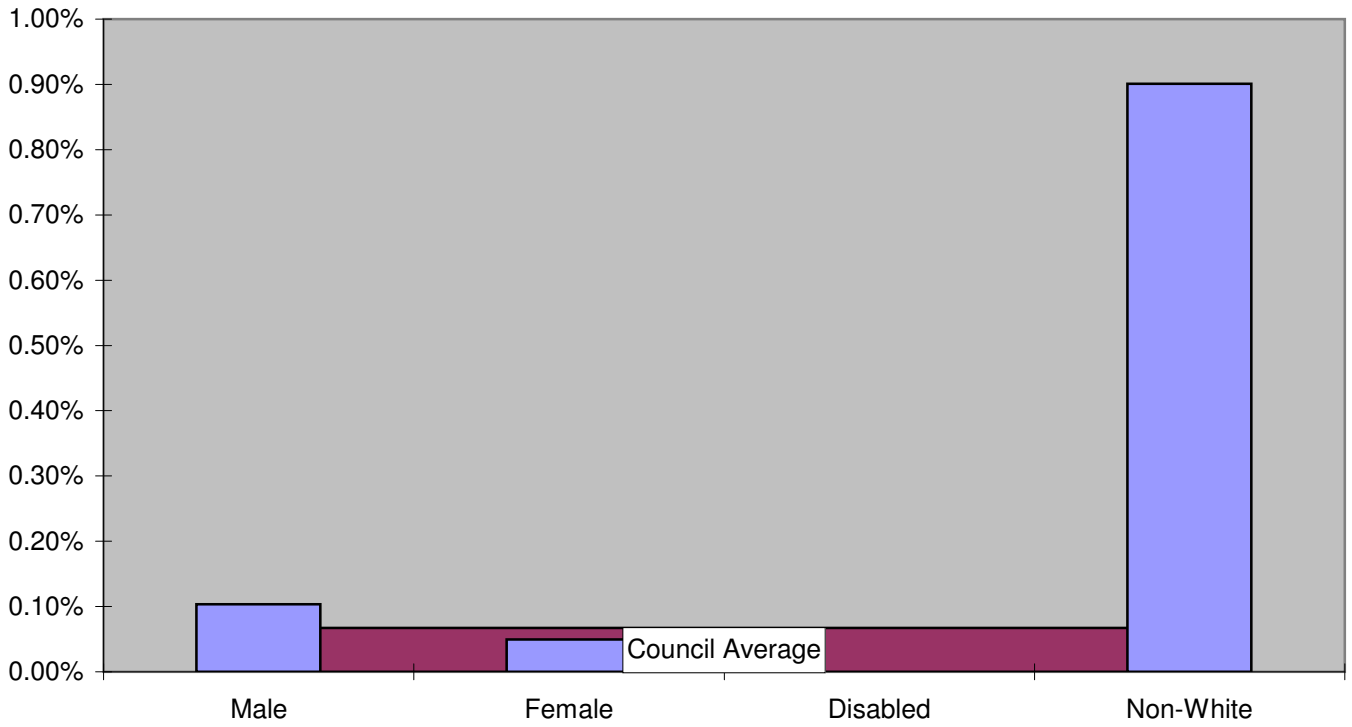
Appendix I

	2009-10 Quarter 1			2010-11	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce	%		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
	Grievance	0	1,918		0.00%	Male	2	1,931	0.10%										2
7		4,103	0.17%	Female	2	4,037	0.05%										2	4,037	0.05%
2		192	1.04%	Disabled	0	183	0.00%										0	183	0.00%
0		110	0.00%	Non-White	1	111	0.90%										1	111	0.90%
7		6,021	0.12%	Total	4	5,968	0.07%	0	0		0	0		0	0		4	5,968	0.07%

Disciplinary	3	1,918	0.16%	Male	8	1,931	0.41%										8	1,931	0.41%
	2	4,103	0.05%	Female	4	4,037	0.10%										4	4,037	0.10%
	0	192	0.00%	Disabled	0	183	0.00%										0	183	0.00%
	0	110	0.00%	Non-White	0	111	0.00%										0	111	0.00%
	5	6,021	0.08%	Total	12	5,968	0.20%	0	0		0	0		0	0		12	5,968	0.20%

	2009-10 Quarter 1			2010-11	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce	Attend		No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce (Average)	Attend
	Training Attendance	514	1,918		0.27	Male	479	1,931	0.25										479
1,356		4,103	0.33	Female	1,599	4,037	0.40										1,599	4,037	0.40
157		192	0.82	Disabled	57	183	0.31										57	183	0.31
34		110	0.31	Non-White	27	111	0.24										27	111	0.24
1,870		6,021	0.31	Total	2,078	5,968	0.35	0	0		0	0		0	0		2,078	5,968	0.35

Grievance as % of Group



Discipline as % of Group

