

# Recruitment Analysis 2009-10 (Advertised Posts Excluding Teachers)

## Appendix C

	2009-10	Quarter 1			Quarter 2			Quarter 3			Quarter 4			2009/10 Outturn		
		No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm	No.	% of Applied	Norm
<b>All Applicants</b>	Applied	2,030			2,413			1,756			581			6,780		
	Shortlisted	445	21.92%	21.92%	360	14.92%	14.92%	326	18.56%	18.56%	193	33.22%	33.22%	1,324	19.53%	19.53%
	Appointed	94	4.63%	4.63%	79	3.27%	3.27%	59	3.36%	3.36%	57	9.81%	9.81%	289	4.26%	4.26%

<b>Male</b>	Applied	779			992			622			324			2,717		
	Shortlisted	155	19.90%	21.92%	136	13.71%	14.92%	111	17.85%	18.56%	69	21.30%	33.22%	471	17.34%	19.53%
	Appointed	28	3.59%	4.63%	21	2.12%	3.27%	17	2.73%	3.36%	20	6.17%	9.81%	86	3.17%	4.26%

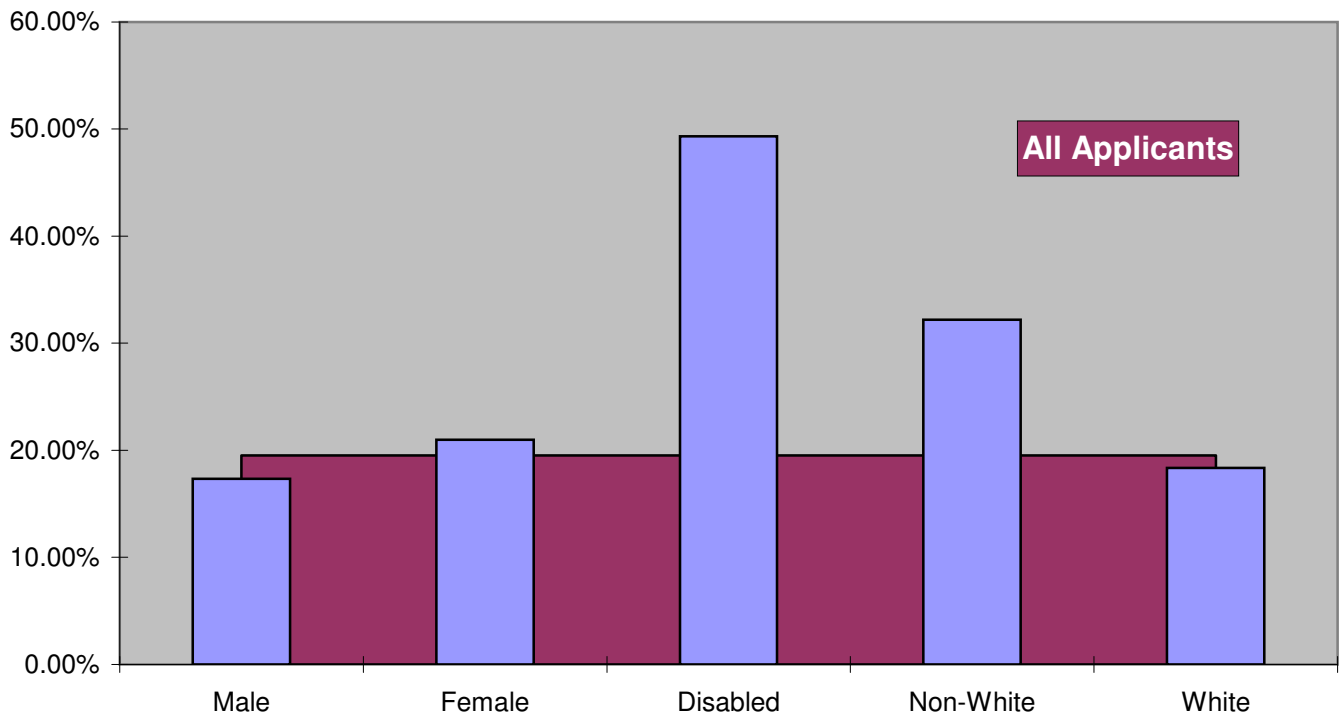
<b>Female</b>	Applied	1,251			1,421			1,134			257			4,063		
	Shortlisted	290	23.18%	21.92%	224	15.76%	14.92%	215	18.96%	18.56%	124	48.25%	33.22%	853	20.99%	19.53%
	Appointed	66	5.28%	4.63%	58	4.08%	3.27%	42	3.70%	3.36%	37	14.40%	9.81%	203	5.00%	4.26%

<b>Disabled</b>	Applied	91			112			67			24			294		
	Shortlisted	40	43.96%	21.92%	52	46.43%	14.92%	41	61.19%	18.56%	12	50.00%	33.22%	145	49.32%	19.53%
	Appointed	5	5.49%	4.63%	2	1.79%	3.27%	5	7.46%	3.36%	1	4.17%	9.81%	13	4.42%	4.26%

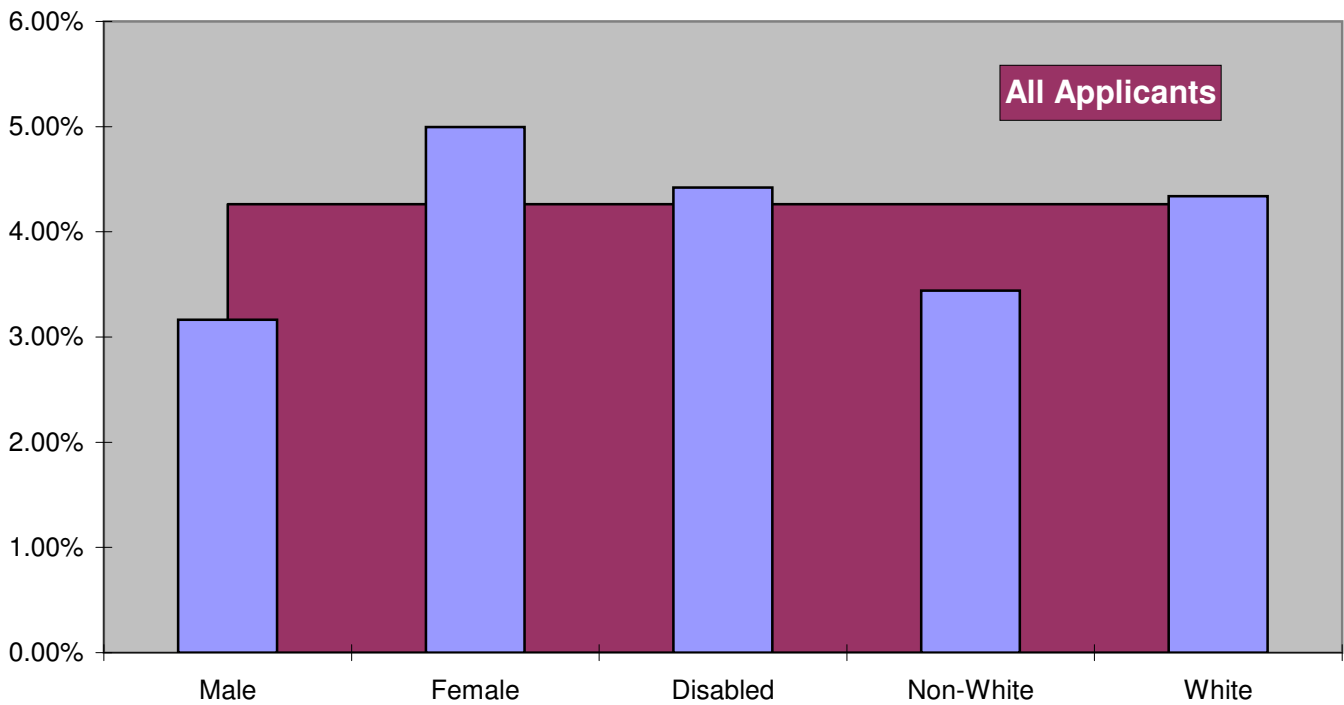
<b>Non-White</b>	Applied	183			191			165			42			581		
	Shortlisted	50	27.32%	21.92%	64	33.51%	14.92%	55	33.33%	18.56%	18	42.86%	33.22%	187	32.19%	19.53%
	Appointed	7	3.83%	4.63%	5	2.62%	3.27%	6	3.64%	3.36%	2	4.76%	9.81%	20	3.44%	4.26%

<b>White</b>	Applied	1,847			2,222			1,591			539			6,199		
	Shortlisted	395	21.39%	21.92%	296	13.32%	14.92%	271	17.03%	18.56%	175	32.47%	33.22%	1,137	18.34%	19.53%
	Appointed	87	4.71%	4.63%	74	3.33%	3.27%	53	3.33%	3.36%	55	10.20%	9.81%	269	4.34%	4.26%

Shortlisted Rate 2009-10



Successful Appointment Rate 2009-10



## Leaver Analysis 2009-10 (Excluding Schools)

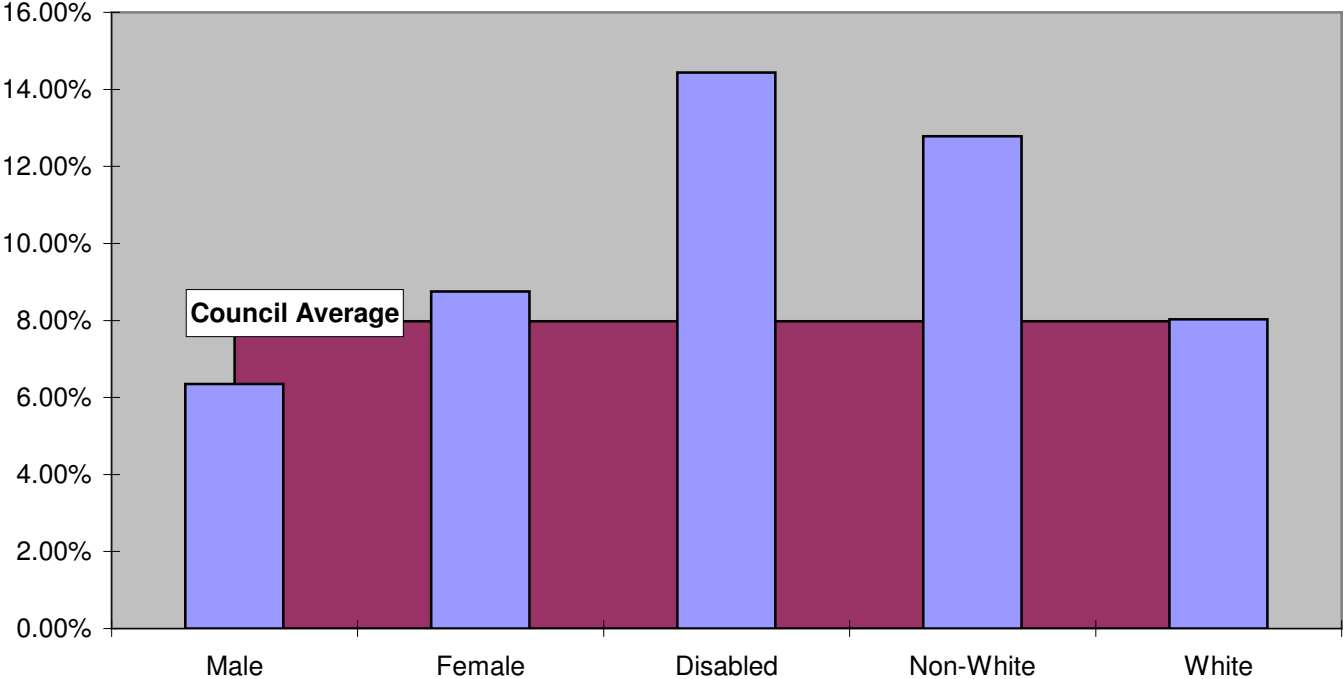
## Appendix E

	2009-10	Quarter 1			Quarter 2			Quarter 3			Quarter 4			2009/10 Outturn		
		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
<b>Gender</b>	Male	32	1,918	1.67%	21	1,928	1.09%	27	1,928	1.40%	42	1,909	2.20%	122	1,921	6.35%
	Female	102	4,103	2.49%	91	4,083	2.23%	78	4,063	1.92%	85	4,026	2.11%	356	4,069	8.75%
	Total	134	6,021	2.23%	112	6,011	1.86%	105	5,991	1.75%	127	5,935	2.14%	478	5,990	7.98%

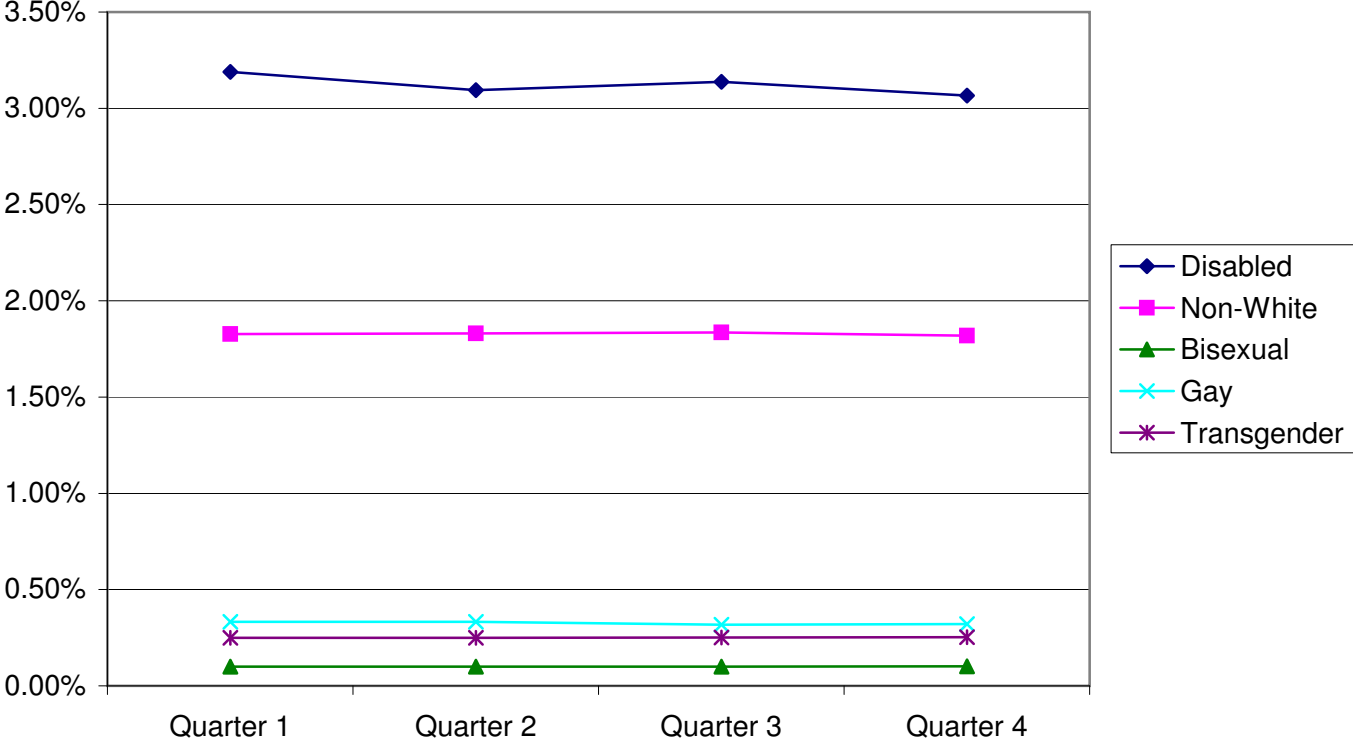
<b>Disability</b>	Not Disabled	104	4,245	2.45%	80	4,258	1.88%	77	4,252	1.81%	79	4,228	1.87%	340	4,246	8.01%
	Disabled	6	192	3.13%	7	186	3.76%	3	188	1.60%	11	182	6.04%	27	187	14.44%
	Not Declared	12	1,557	0.77%	24	1,535	1.56%	25	1,515	1.65%	36	1,480	2.43%	97	1,522	6.37%
	Not Available	12	27	44.44%	1	32	3.13%	0	36	0.00%	1	45	2.22%	14	35	40.00%
	Total	134	6,021	2.23%	112	6,011	1.86%	105	5,991	1.75%	127	5,935	2.14%	478	5,990	7.98%

<b>Ethnicity</b>	White	122	5,057	2.41%	94	5,059	1.86%	83	5,049	1.64%	106	5,003	2.12%	405	5,042	8.03%
	Non-White	3	110	2.73%	3	110	2.73%	4	110	3.64%	4	108	3.70%	14	110	12.79%
	Not Declared	6	834	0.72%	15	820	1.83%	18	807	2.23%	17	792	2.15%	56	813	6.89%
	Not Available	3	20	15.00%	0	22	0.00%	0	25	0.00%	0	32	0.00%	3	25	12.12%
	Total	134	6,021	2.23%	112	6,011	1.86%	105	5,991	1.75%	127	5,935	2.14%	478	5,990	7.98%

% of Leavers by Category 2009-10



Minority Groups as % of Workforce 2009-10



# In Post Analysis 2009-10 (Excluding Schools)

# Appendix H

	2009-10	Quarter 1		Quarter 2		Quarter 3		Quarter 4	
		No	%	No	%	No	%	No	%
		<b>Employment Status</b>	Permanent Full Time	3,299	54.79%	3,313	55.12%	3,335	55.67%
	Permanent Part Time	2,426	40.29%	2,393	39.81%	2,350	39.23%	2,318	39.06%
	Permanent Job Share	193	3.21%	191	3.18%	191	3.19%	190	3.20%
	Temporary Employees	93	1.54%	105	1.75%	107	1.79%	115	1.94%
	Modern Apprentices	10	0.17%	9	0.15%	8	0.13%	9	0.15%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

<b>Gender</b>	Male	1,918	31.86%	1,928	32.07%	1,928	32.18%	1,909	32.17%
	Female	4,103	68.14%	4,083	67.93%	4,063	67.82%	4,026	67.83%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

<b>Disability</b>	Not Disabled	4,245	70.50%	4,258	70.84%	4,252	70.97%	4,228	71.24%
	Disabled	192	3.19%	186	3.09%	188	3.14%	182	3.07%
	Not Declared	1,557	25.86%	1,535	25.54%	1,515	25.29%	1,480	24.94%
	Not Available	27	0.45%	32	0.53%	36	0.60%	45	0.76%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

<b>Ethnicity</b>	White	5,057	83.99%	5,059	84.16%	5,049	84.28%	5,003	84.30%
	Non-White	110	1.83%	110	1.83%	110	1.84%	108	1.82%
	Not Declared	834	13.85%	820	13.64%	807	13.47%	792	13.34%
	Not Available	20	0.33%	22	0.37%	25	0.42%	32	0.54%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

# In Post Analysis 2009-10 (Excluding Schools)

# Appendix H

	2009-10	Quarter 1		Quarter 2		Quarter 3		Quarter 4	
		No	%	No	%	No	%	No	%
		Age	Age 16 - 19	56	0.93%	42	0.70%	38	0.63%
	Age 20 - 29	610	10.13%	630	10.48%	607	10.13%	602	10.14%
	Age 30 - 39	983	16.33%	967	16.09%	968	16.16%	952	16.04%
	Age 40 - 49	1,956	32.49%	1,947	32.39%	1,920	32.05%	1,908	32.15%
	Age 50 - 54	961	15.96%	966	16.07%	998	16.66%	965	16.26%
	Age 55 - 63	1,260	20.93%	1,264	21.03%	1,264	21.10%	1,267	21.35%
	Age 64	52	0.86%	54	0.90%	55	0.92%	57	0.96%
	Age 65 Plus	143	2.38%	141	2.35%	141	2.35%	146	2.46%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

Sexual Orientation	Bisexual	6	0.10%	6	0.10%	6	0.10%	6	0.10%
	Gay	20	0.33%	20	0.33%	19	0.32%	19	0.32%
	Heterosexual	2,342	38.90%	2,308	38.40%	2,276	37.99%	2,231	37.59%
	Not Declared	1,873	31.11%	1,843	30.66%	1,822	30.41%	1,784	30.06%
	Not Available	1,780	29.56%	1,834	30.51%	1,868	31.18%	1,895	31.93%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

Transgender	Gender as at Birth	2,518	41.82%	2,479	41.24%	2,443	40.78%	2,396	40.37%
	Gender changed since Birth	15	0.25%	15	0.25%	15	0.25%	15	0.25%
	Not Declared	1,726	28.67%	1,699	28.26%	1,676	27.98%	1,639	27.62%
	Not Available	1,762	29.26%	1,818	30.24%	1,857	31.00%	1,885	31.76%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

# In Post Analysis 2009-10 (Excluding Schools)

# Appendix H

	2009-10	Quarter 1		Quarter 2		Quarter 3		Quarter 4	
		No	%	No	%	No	%	No	%
		Religion or Belief	Agnostic	67	1.11%	63	1.05%	60	1.00%
	Atheist	103	1.71%	102	1.70%	101	1.69%	100	1.68%
	Buddhist	8	0.13%	8	0.13%	8	0.13%	8	0.13%
	Christian	1,968	32.69%	1,937	32.22%	1,911	31.90%	1,874	31.58%
	Hindu	3	0.05%	3	0.05%	3	0.05%	3	0.05%
	Humanist	51	0.85%	50	0.83%	49	0.82%	48	0.81%
	Jewish	3	0.05%	2	0.03%	2	0.03%	2	0.03%
	Muslim	7	0.12%	7	0.12%	6	0.10%	6	0.10%
	Other	11	0.18%	11	0.18%	11	0.18%	11	0.19%
	Pagan	10	0.17%	10	0.17%	10	0.17%	10	0.17%
	Sikh	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	None	293	4.87%	290	4.82%	287	4.79%	281	4.73%
	Not Declared	1,720	28.57%	1,697	28.23%	1,678	28.01%	1,641	27.65%
	Not Available	1,777	29.51%	1,831	30.46%	1,865	31.13%	1,892	31.88%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%

Length of Service	Less than 12 months	328	5.45%	301	5.01%	288	4.81%	239	4.03%
	1-4 years service	1,226	20.36%	1,191	19.81%	1,166	19.46%	1,166	19.65%
	5-9 years service	1,260	20.93%	1,284	21.36%	1,286	21.47%	1,276	21.50%
	10-14 years service	710	11.79%	749	12.46%	762	12.72%	789	13.29%
	15-19 years service	895	14.86%	850	14.14%	826	13.79%	780	13.14%
	20-23 years service	856	14.22%	871	14.49%	876	14.62%	877	14.78%
	24 years service	100	1.66%	101	1.68%	113	1.89%	132	2.22%
	Over 25 years service	646	10.73%	664	11.05%	674	11.25%	676	11.39%
	Total	6,021	100.00%	6,011	100.00%	5,991	100.00%	5,935	100.00%



## Employee Interactions 2009-10 (Excluding Schools)

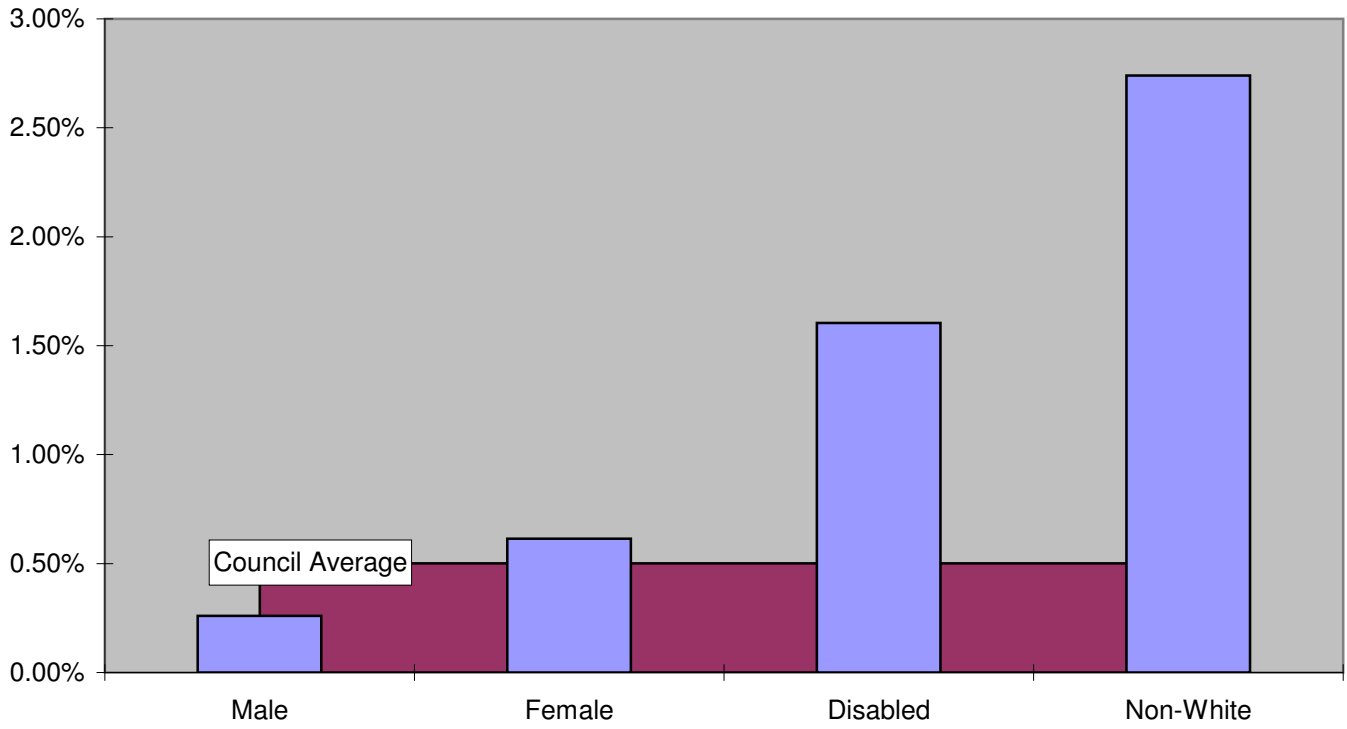
## Appendix I

	2009-10	Quarter 1			Quarter 2			Quarter 3			Quarter 4			2009/10 Outturn		
		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
		<b>Grievance</b>	Male	0	1,918	0.00%	3	1,928	0.16%	1	1,928	0.05%	1	1,909	0.05%	5
Female	7		4,103	0.17%	3	4,083	0.07%	5	4,063	0.12%	10	4,026	0.25%	25	4,069	0.61%
Disabled	2		192	1.04%	0	186	0.00%	0	188	0.00%	1	182	0.55%	3	187	1.60%
Non-White	0		110	0.00%	2	110	1.82%	1	110	0.91%	0	108	0.00%	3	110	2.74%
Total	7		6,021	0.12%	6	6,011	0.10%	6	5,991	0.10%	11	5,935	0.19%	30	5,990	0.50%

<b>Disciplinary</b>	Male	3	1,918	0.16%	6	1,928	0.31%	3	1,928	0.16%	2	1,909	0.10%	14	1,921	0.73%
	Female	2	4,103	0.05%	1	4,083	0.02%	4	4,063	0.10%	2	4,026	0.05%	9	4,069	0.22%
	Disabled	0	192	0.00%	0	186	0.00%	0	188	0.00%	0	182	0.00%	0	187	0.00%
	Non-White	0	110	0.00%	0	110	0.00%	0	110	0.00%	0	108	0.00%	0	110	0.00%
	Total	5	6,021	0.08%	7	6,011	0.12%	7	5,991	0.12%	4	5,935	0.07%	23	5,990	0.38%

	2009-10	Quarter 1			Quarter 2			Quarter 3			Quarter 4			2009/10 Outturn		
		No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce (Average)	Attend
		<b>Training Attendance</b>	Male	514	1,918	0.27	234	1,928	0.12	507	1,928	0.26	543	1,909	0.28	1,798
Female	1,356		4,103	0.33	1,036	4,083	0.25	1,296	4,063	0.32	847	4,026	0.21	4,535	4,069	1.11
Disabled	157		192	0.82	39	186	0.21	55	188	0.29	47	182	0.26	298	187	1.59
Non-White	34		110	0.31	15	110	0.14	33	110	0.30	18	108	0.17	100	110	0.91
Total	1,870		6,021	0.31	1,270	6,011	0.21	1,803	5,991	0.30	1,390	5,935	0.23	6,333	5,990	1.06

### Grievance as % of Group 2009-10



### Discipline as % of Group 2009-10

