

# Recruitment Analysis 2012-13 (Advertised Posts Excluding Teachers)

## Appendix C

	2011/12			2012-13	Actual Quarter 1			Actual Quarter 2			Actual Quarter 3			Actual 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	4,153				Applied	413											413	
868		20.90%	20.90%	Shortlisted	83	20.10%	20.10%									83	20.10%	20.10%	
202		4.86%	4.86%	Appointed	19	4.60%	4.60%									19	4.60%	4.60%	

Male	1,653			Applied	281											281		
	276	16.70%	20.90%	Shortlisted	32	11.39%	20.10%									32	11.39%	20.10%
	52	3.15%	4.86%	Appointed	5	1.78%	4.60%									5	1.78%	4.60%

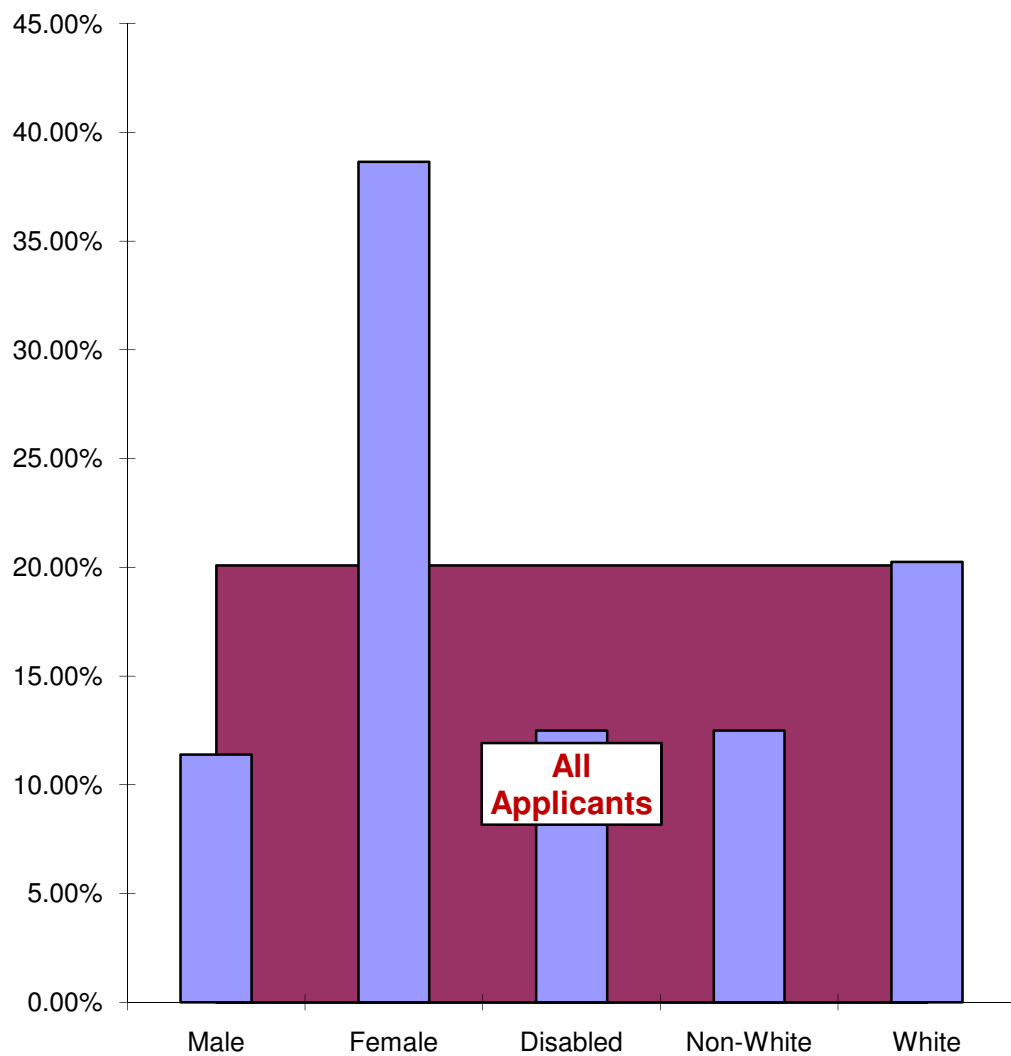
Female	2,500			Applied	132											132		
	592	23.68%	20.90%	Shortlisted	51	38.64%	20.10%									51	38.64%	20.10%
	150	6.00%	4.86%	Appointed	14	10.61%	4.60%									14	10.61%	4.60%

Disabled	161			Applied	24											24		
	37	22.98%	20.90%	Shortlisted	3	12.50%	20.10%									3	12.50%	20.10%
	5	3.11%	4.86%	Appointed	0	0.00%	4.60%									0	0.00%	4.60%

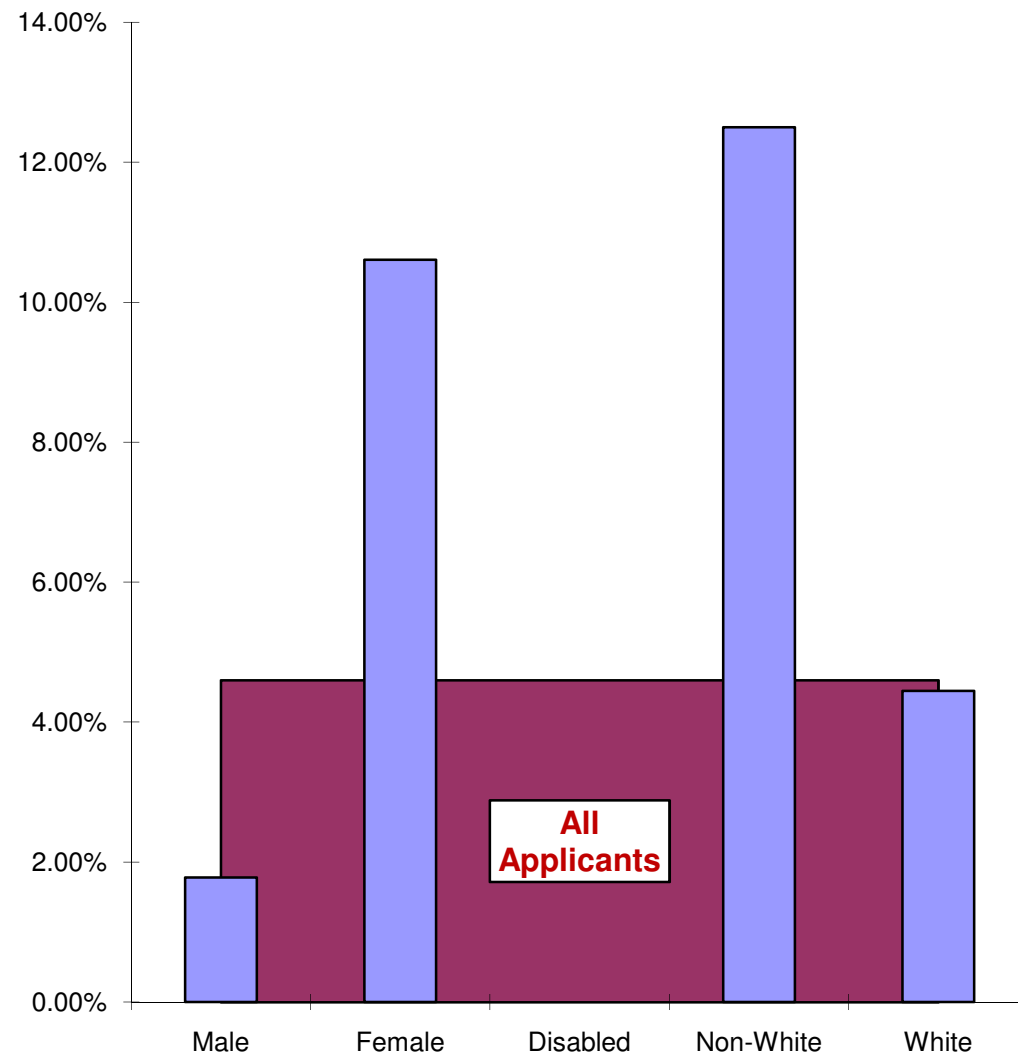
Non-White	130			Applied	8											8		
	22	16.92%	20.90%	Shortlisted	1	12.50%	20.10%									1	12.50%	20.10%
	3	2.31%	4.86%	Appointed	1	12.50%	4.60%									1	12.50%	4.60%

White	4,023			Applied	405											405		
	846	21.03%	20.90%	Shortlisted	82	20.25%	20.10%									82	20.25%	20.10%
	199	4.95%	4.86%	Appointed	18	4.44%	4.60%									18	4.44%	4.60%

Shortlisted Rate



Successful Appointment Rate



# Leaver Analysis 2012-13 (Excluding Schools)

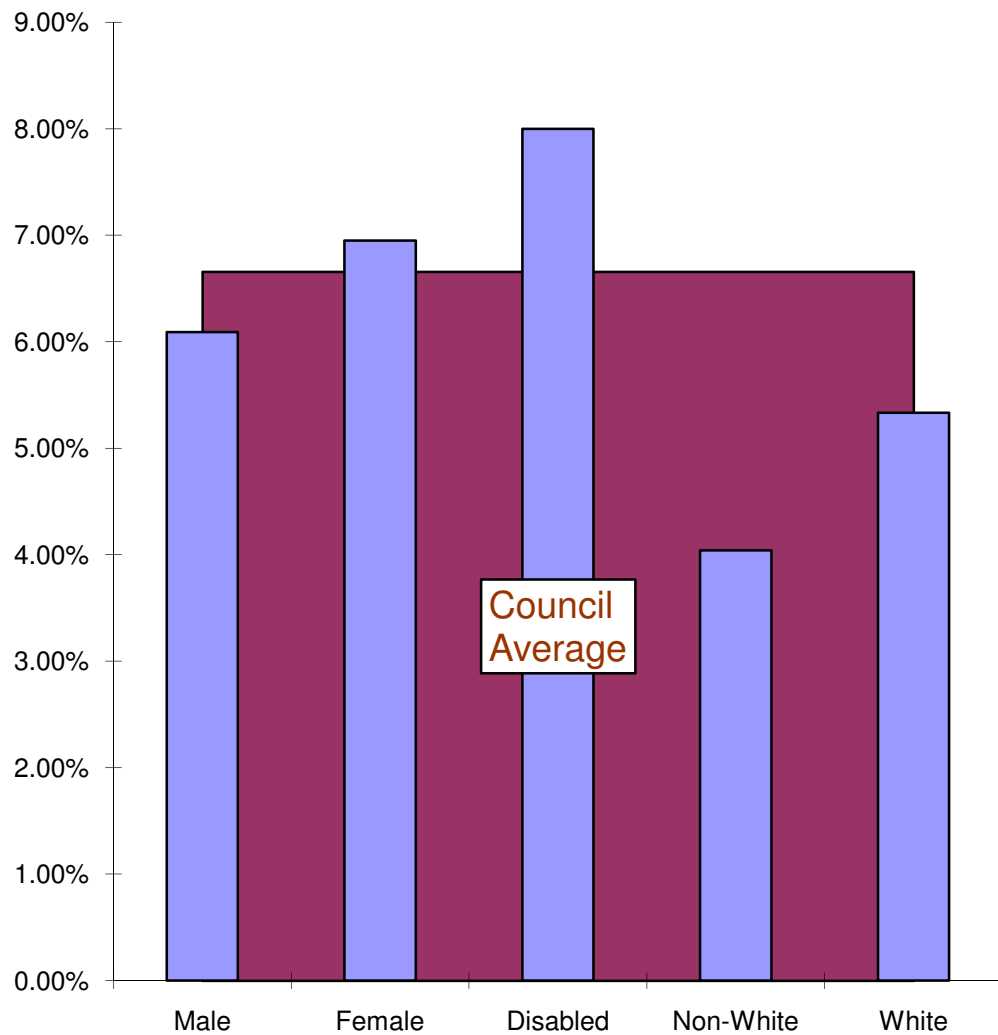
# Appendix E

	2011/12			2012-13	Actual Quarter 1			Actual Quarter 2			Actual Quarter 3			Actual Quarter 4			Total		
	No	Workforce (average)	%		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
Gender	220	1,647	13.36%	Male	25	1,642	1.52%		0			0			0		25	411	6.09%
	525	3,212	16.34%	Female	55	3,165	1.74%		0			0			0		55	791	6.95%
	745	4,859	15.33%	Total	80	4,807	1.66%	0	0		0	0		0	0		80	1,202	6.66%

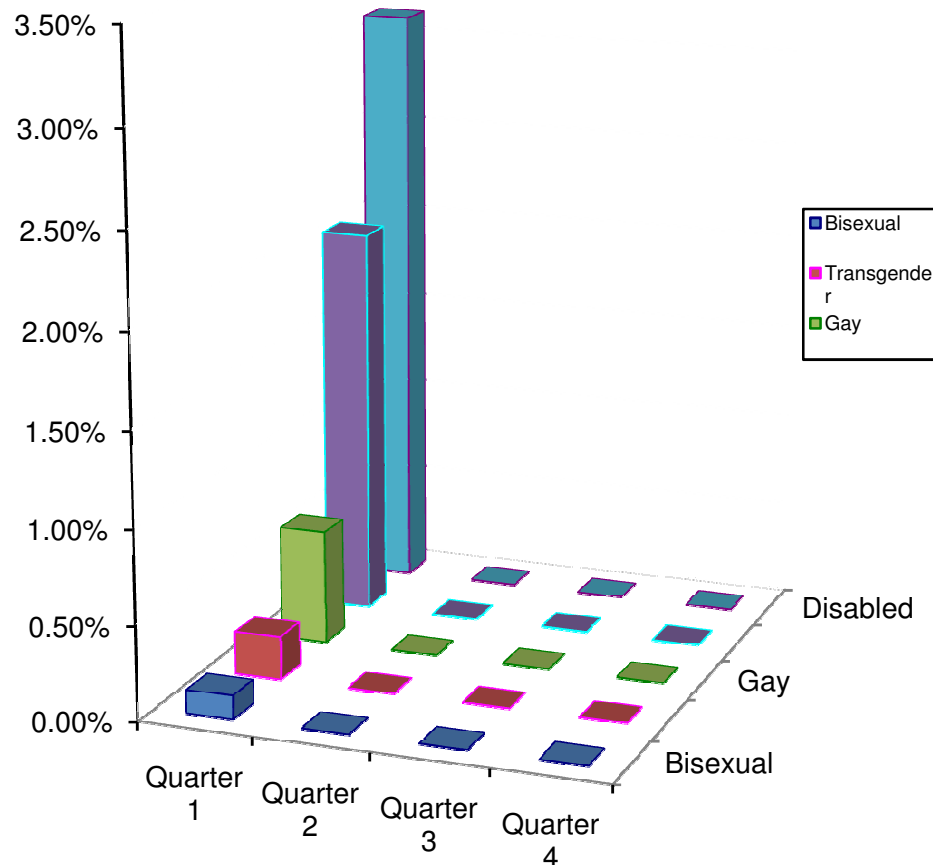
Disability	527	3,483	15.13%	Not Disabled	48	3,459	1.39%	0	0		0	0		0	0		48	865	5.55%
	24	156	15.36%	Disabled	3	150	2.00%		0			0			0		3	38	8.00%
	143	1,071	13.36%	Not Declared	9	1,025	0.88%		0			0			0		9	256	3.51%
	51	149	34.17%	Not Available	20	173	11.56%		0			0			0		20	43	46.24%
	745	4,859	15.33%	Total	80	4,807	1.66%	0	0		0	0		0	0		80	1,202	6.66%

Ethnicity	629	4,029	15.61%	White	53	3,975	1.33%	0	0		0	0		0	0		53	994	5.33%
	8	102	7.82%	Non-White	1	99	1.01%		0			0			0		1	25	4.04%
	65	604	10.77%	Not Declared	6	585	1.03%		0			0			0		6	146	4.10%
	43	124	34.68%	Not Available	20	148	13.51%		0			0			0		20	37	54.05%
	745	4,859	15.33%	Total	80	4,807	1.66%	0	0		0	0		0	0		80	1,202	6.66%

% of Leavers by Category



Minority Groups as % of Workforce



# In Post Analysis 2012-13 (Excluding Schools)

# Appendix G

	2011/12 Quarter 4		2012-13	Actual Quarter 1		Actual Quarter 2		Actual Quarter 3		Actual Quarter 4	
	No	%		No	%	No	%	No	%	No	%
	<b>Employment Status</b>	2,890	59.31%	Permanent Full Time	2,871	59.73%					
1,737		35.65%	Permanent Part Time	1,704	35.45%						
130		2.67%	Permanent Job Share	121	2.52%						
104		2.13%	Temporary Employees	101	2.10%						
12		0.25%	Apprentices	10	0.21%						
4,873		100.00%	Total	4,807	100.00%	0		0		0	

<b>Gender</b>	1,659	34.04%	Male	1,642	34.16%						
	3,214	65.96%	Female	3,165	65.84%						
	4,873	100.00%	Total	4,807	100.00%	0		0		0	

<b>Disability</b>	3,496	71.74%	Not Disabled	3,459	71.96%	0		0		0	
	153	3.14%	Disabled	150	3.12%						
	1,045	21.44%	Not Declared	1,025	21.32%						
	179	3.67%	Not Available	173	3.60%						
	4,873	100.00%	Total	4,807	100.00%	0		0		0	

<b>Ethnicity</b>	4,021	82.52%	White	3,975	82.69%	0		0		0	
	102	2.09%	Non-White	99	2.06%						
	594	12.19%	Not Declared	585	12.17%						
	156	3.20%	Not Available	148	3.08%						
	4,873	100.00%	Total	4,807	100.00%	0		0		0	

# In Post Analysis 2012-13 (Excluding Schools)

# Appendix G

	2011/12 Quarter 4		2012-13	Actual Quarter 1		Actual Quarter 2		Actual Quarter 3		Actual Quarter 4	
	No	%		No	%	No	%	No	%	No	%
	<b>Age</b>	16	0.33%	Age 16 - 19	15	0.31%					
565		11.59%	Age 20 - 29	536	11.15%						
822		16.87%	Age 30 - 39	810	16.85%						
1,616		33.16%	Age 40 - 49	1,581	32.89%						
873		17.92%	Age 50 - 54	860	17.89%						
813		16.68%	Age 55 - 63	836	17.39%						
40		0.82%	Age 64	40	0.83%						
128		2.63%	Age 65 Plus	129	2.68%						
4,873		100.00%	Total	4,807	100.00%	0		0		0	

<b>Sexual Orientation</b>	5	0.10%	Bisexual	6	0.12%						
	30	0.62%	Gay	29	0.60%						
	1,923	39.46%	Heterosexual	1,922	39.98%						
	1,304	26.76%	Not Declared	1,282	26.67%						
	1,611	33.06%	Not Available	1,568	32.62%						
	4,873	100.00%	Total	4,807	100.00%	0		0		0	

<b>Transgender</b>	1,724	35.38%	Gender as at Birth	1,692	35.20%						
	11	0.23%	Gender changed since Birth	11	0.23%						
	1,238	25.41%	Not Declared	1,214	25.25%						
	1,900	38.99%	Not Available	1,890	39.32%						
	4,873	100.00%	Total	4,807	100.00%	0		0		0	

# In Post Analysis 2012-13 (Excluding Schools)

# Appendix G

2011/12 Quarter 4		2012-13	Actual Quarter 1		Actual Quarter 2		Actual Quarter 3		Actual Quarter 4	
No	%		No	%	No	%	No	%	No	%
59	1.21%	Agnostic	58	1.21%						
93	1.91%	Atheist	92	1.91%						
3	0.06%	Buddhist	2	0.04%						
1,539	31.58%	Christian	1,531	31.85%						
3	0.06%	Hindu	3	0.06%						
30	0.62%	Humanist	30	0.62%						
1	0.02%	Jewish	2	0.04%						
6	0.12%	Muslim	6	0.12%						
16	0.33%	Other	16	0.33%						
11	0.23%	Pagan	10	0.21%						
0	0.00%	Sikh	0	0.00%						
312	6.40%	None	323	6.72%						
1,199	24.60%	Not Declared	1,179	24.53%						
1,601	32.85%	Not Available	1,555	32.35%						
4,873	100.00%	Total	4,807	100.00%	0		0		0	

Length of Service	242	4.97%	Less than 12 months	233	4.85%					
	800	16.42%	1-4 years service	748	15.56%					
	1,250	25.65%	5-9 years service	1,257	26.15%					
	780	16.01%	10-14 years service	781	16.25%					
	479	9.83%	15-19 years service	475	9.88%					
	511	10.49%	20-23 years service	491	10.21%					
	158	3.24%	24 years service	157	3.27%					
	653	13.40%	Over 25 years service	665	13.83%					
	4,873	100.00%	Total	4,807	100.00%	0		0		0

# Employee Interactions 2012-13 (Excluding Schools)

# Appendix H

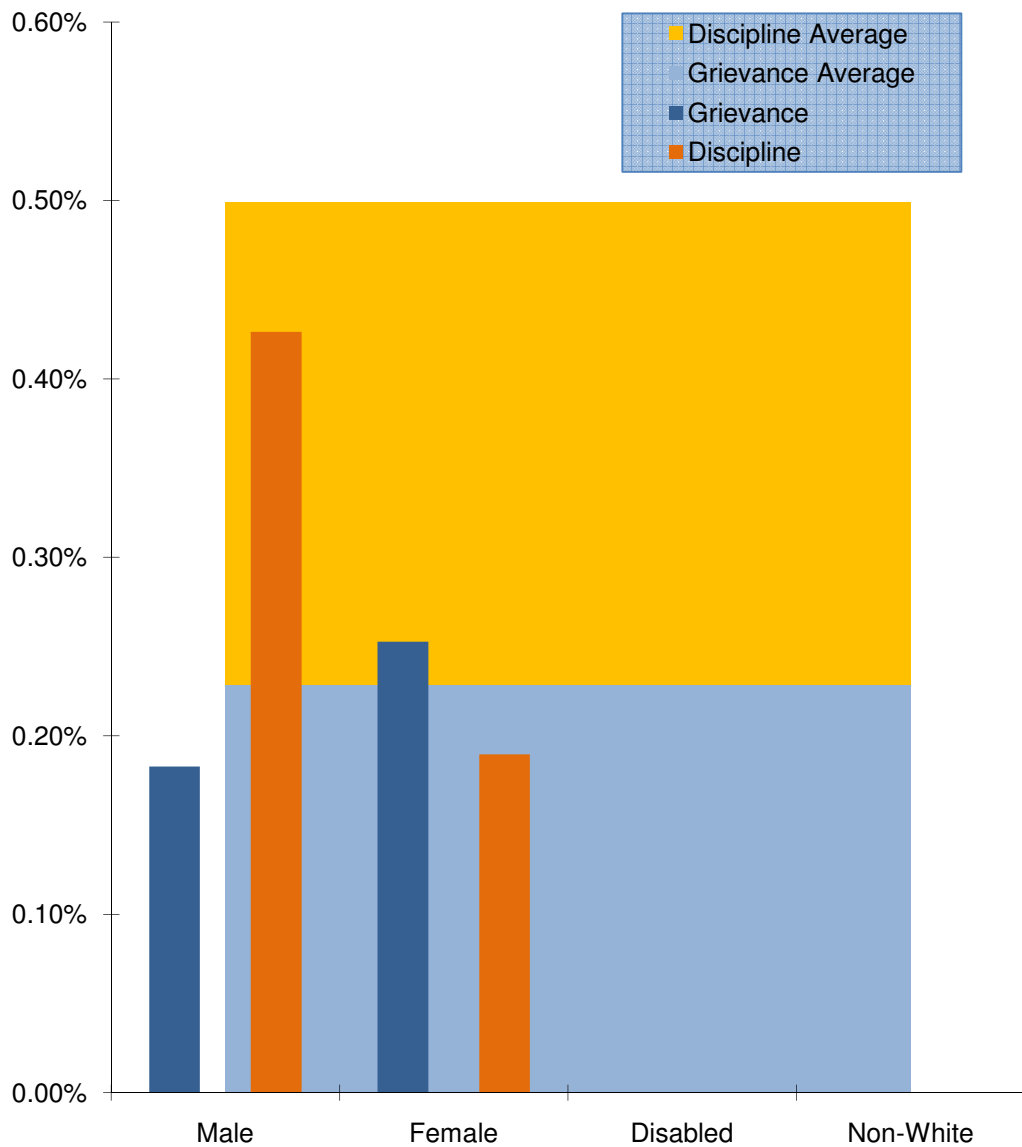
	2011/12			2012-13	Actual Quarter 1			Actual Quarter 2			Actual Quarter 3			Actual Quarter 4			Total		
	No	Workforce (average)	%		No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce	%	No	Workforce (Average)	%
	Grievance	9	1,659		0.54%	Male	3	1,642	0.18%									3	1,642
20		3,214	0.62%	Female	8	3,165	0.25%									8	3,165	0.25%	
4		153	2.61%	Disabled	0	150	0.00%									0	150	0.00%	
4		102	3.92%	Non-White	0	99	0.00%									0	99	0.00%	
29		4,873	0.60%	Total	11	4,807	0.23%	0	0		0	0		0	0		11	4,807	0.23%

Disciplinary	11	1,659	0.66%	Male	7	1,642	0.43%									7	1,642	0.43%
	8	3,214	0.25%	Female	6	3,165	0.19%									6	3,165	0.19%
	5	153	3.27%	Disabled	0	150	0.00%									0	150	0.00%
	0	102	0.00%	Non-White	0	99	0.00%									0	99	0.00%
	19	4,873	0.39%	Total	13	4,807	0.27%	0	0		0	0		0	0		13	4,807

	2011/12			2012-13	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Total		
	No	Workforce (average)	Attend		No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce	Attend	No	Workforce (Average)	Attend
	Training Attendance	2,048	1,659		1.23	Male	811	1,642	0.49									811	1,642
3,704		3,214	1.15	Female	1,956	3,165	0.62									1,956	3,165	0.62	
175		153	1.14	Disabled	72	150	0.48									72	150	0.48	
101		102	0.99	Non-White	65	99	0.66									65	99	0.66	
5,752		4,873	1.18	Total	2,767	4,807	0.58	0	0		0	0		0	0		2,767	4,807	0.58



Grievance/Discipline as % of Group



Training attendances per employee

