

Human Resources Committee Supplementary Information



Date: Thursday, 17 December 2020

Time: 10.00 am

Venue: Zoom meeting

8. Recruitment update

Appendix A version 2. The conditional formatting of the arrows shown within the original published document (Appendix A) had been misaligned and showing incorrect representation of the figures. This has been rectified and a revised version is published below **(Pages 2 - 3)**

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Appendix A - Version 2 - Recruitment Equality Stats

		2020				2019					
-		Data taken from iTrent recruitment system which went live in May 2020. Data Period is 06/05/2020 - 30/09/2020. 256 job adverts in total.				Data taken from Hireserve recruitment system. Data Period is 06/05/2019 - 30/09/2019. 365 job adverts in total.					
		Applications			Workforce %	Applications			Workforce %		
		Received	Shortlisted	Offer		Received	Shortlisted	Offer			
Ethnicity											
BAME	↓	16.9%	↑	17.8%	↑	16.3%	12.9%	20.7%	17.1%	13.0%	13.0%
White British	↑	72.2%	↓	73.2%	↓	70.6%	81.4%	67.2%	73.4%	80.5%	81.6%
White Minority Ethnic	↓	10.9%	↓	9.0%	↑	13.1%	5.8%	12.1%	9.6%	6.5%	5.4%
Disability											
Disabled	↓	4.6%	↓	6.3%	↓	3.3%	9.7%	6.4%	7.8%	8.8%	5.7%
Not Disabled	↓	92.3%	↓	89.7%	↑	93.3%	86.7%	93.6%	92.2%	91.2%	94.3%
Prefer not to say		3.2%		4.0%		3.3%	3.6%				
Gender											
Female	↓	58.3%	↑	65.1%	↑	65.0%	60.1%	60.6%	63.7%	60.0%	59.7%
Male	↑	40.5%	↓	33.8%	↓	33.1%	39.9%	38.8%	36.2%	40.0%	40.3%
Unspecified	↑	1.3%	↑	1.1%	↑	1.9%	0.0%	0.6%	0.2%	0.0%	0.0%
Age											
16 to 24	↑	26.6%	↑	13.6%	↓	8.3%	3.6%	20.1%	13.0%	10.9%	3.7%
25 to 34	↓	38.0%	↓	31.5%	↓	31.9%	18.5%	38.9%	38.1%	42.2%	17.2%
35 to 49	↓	24.8%	↑	38.1%	↑	42.7%	35.4%	26.8%	30.8%	29.2%	36.4%
50 to 64	↓	10.2%	↓	16.1%	↓	15.9%	39.2%	13.9%	17.9%	17.7%	39.7%
65 plus	↑	0.4%	↑	0.7%	↑	1.3%	3.3%	0.3%	0.3%	0.0%	3.0%
Sexual Orientation											
LGB	↑	12.6%	↑	11.4%	↑	11.1%	6.6%	6.1%	6.6%	7.6%	5.9%
Heterosexual	↓	87.4%	↓	88.6%	↓	88.9%	93.4%	93.9%	93.4%	92.4%	94.1%
Religion / Faith											
Christian	↓	26.0%	↑	28.6%	↑	33.1%	38.4%	28.8%	26.9%	24.2%	40.4%
Other religion or belief	↑	37.1%	↑	31.8%	↑	30.3%	22.5%	10.9%	9.2%	6.4%	21.9%
No religion or belief	↓	36.9%	↓	39.6%	↓	36.6%	39.1%	60.3%	64.0%	69.5%	37.6%

Progression Rates

Data period 1 July 2020 to 30 September 2020

	1 July 2020 - 30 Sep 2020	1 July 2019 - 30 Sep 2019
Ethnicity		
BAME	↓ 2.70%	3.08%
Non-BAME	↓ 2.62%	2.76%
Disability		
Disabled	↑ 2.55%	1.61%
Non-Disabled	↓ 2.55%	2.76%
Gender		
Female	↓ 2.69%	3.13%
Male	↓ 2.30%	2.55%

Turnover

	30-Sep-20	30-Sep-19
Turnover		
BCC	7.70%	12.00%