

Appendix A

Recruitment Equality Stats

	2020				2019			
	<i>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.</i>				<i>Data taken from Hireserve recruitment system. Data Period is 06/05/2019 - 30/09/2019. 365 job adverts in total.</i>			
	Applications Received	Shortlisted	Offer	Workforce %	Applications Received	Shortlisted	Offer	Workforce %
Ethnicity								
Black, Asian and Minority Ethnic groups	↑ 16.9%	↑ 17.8%	↑ 16.3%	12.7%	20.7%	17.1%	13.0%	13.0%
White British	↑ 72.2%	↑ 73.2%	↑ 70.6%	80.0%	67.2%	73.4%	80.5%	81.6%
White Minority Ethnic	↑ 10.9%	↑ 9.0%	↑ 13.1%	5.6%	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%	5.2%	6.1%	6.6%	7.6%	5.9%
Heterosexual	↑ 87.4%	↑ 88.6%	↑ 88.9%	72.4%	93.9%	93.4%	92.4%	94.1%
Religion / Faith								
Christian	↓ 26.0%	↓ 28.6%	↓ 33.1%	29.3%	28.8%	26.9%	24.2%	40.4%
Other religion or belief	↑ 37.1%	↑ 31.8%	↑ 30.3%	9.2%	10.9%	9.2%	6.4%	21.9%
No religion or belief	↑ 36.9%	↑ 39.6%	↑ 36.6%	37.6%	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	
Ethnicity	
Black, Asian and Minority Ethnic groups	2.70%
Non - Black, Asian and Minority Ethnic groups	2.62%
Disability	
Disabled	2.55%
Non-Disabled	2.55%
Gender	
Female	2.69%
Male	2.30%

Turnover

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