

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%