

## Appendix A - Recruitment Equality Stats

	2021/22			2020/21		
	Data taken from iTrent recruitment system. Data Period is 01/04/2021 - 31/03/2022. 1060 job adverts in total.			Data taken from iTrent recruitment system which went live in May 2020. Data Period is 06/05/2020 - 31/03/2021. 652 job adverts in total.		
	Applications			Applications		
	Received	Shortlisted	Offer	Received	Shortlisted	Offer
<b>Ethnicity</b>						
Asian or Asian British	↓ 685	↑ 167	↑ 44	699	113	36
Black or Black British	↑ 589	↑ 226	↑ 69	534	149	35
Mixed	↓ 640	↑ 255	↑ 83	769	171	51
Not Stated	↓ 200	↑ 56	↓ 12	342	53	14
Other Ethnic Groups	↑ 142	↑ 34	↑ 8	130	28	6
White	↓ 7568	↑ 2854	↑ 1112	10211	2207	676
Unknown	↑ 82	↑ 57	↑ 26	48	27	11
<b>Disability</b>						
Disabled	↑ 808	↑ 353	↑ 126	697	207	54
Not Disabled	↓ 8755	↑ 3188	↑ 1194	11665	2456	752
Prefer not to say	↓ 343	↑ 108	↑ 34	371	85	23
<b>Gender</b>						
Female	↓ 6133	↑ 2229	↑ 830	7526	1694	523
Male	↓ 3574	↑ 1343	↑ 501	5018	1018	296
Unspecified	↑ 199	↑ 77	↑ 23	189	36	10
<b>Age</b>						
16 to 29	↓ 3914	↑ 1039	↑ 385	5528	740	191
30 to 39	↓ 2809	↑ 1060	↑ 403	3675	836	264
40 to 49	↓ 1716	↑ 787	↑ 298	1886	599	189
50 to 64	↓ 1347	↑ 699	↑ 244	1525	536	169
65 plus	↓ 39	↓ 18	↓ 4	66	20	7
Unknown	↑ 81	↑ 46	↑ 20	53	17	9
<b>Sexual Orientation</b>						
LGB	↓ 7507	↑ 2845	↑ 1064	9909	2231	677
Heterosexual	↓ 1122	↑ 351	↑ 122	1399	247	80
Unknown	↓ 1277	↑ 453	↑ 168	1425	270	72
<b>Religion / Faith</b>						
Christian	↓ 2354	↑ 872	↑ 289	2898	695	208
Other religion or belief	↓ 5653	↑ 2126	↑ 853	7663	1590	489
No religion or belief	↓ 937	↑ 273	↑ 74	1019	199	56
Unknown	↓ 962	↑ 378	↑ 138	1153	264	76