

EQUAL OPPORTUNITIES RECRUITMENT MONITORING

5 YEAR COMPARISON

2003/04 | 2004/05 | 2005/06 | 2006/07 | 2007/08

1. DISABLED (%)

	2003/04	2004/05	2005/06	2006/07	2007/08
APPLICANTS	2.5	1.9	2.1	3.0	2.5
SHORTLISTED	2.6	2.4	3.1	3.8	1.8
APPOINTED	2.2	0.0	0.8	4.3	1.8

2. MALE/FEMALE SPLIT (%)

	2003/04	2004/05	2005/06	2006/07	2007/08
APPLICATIONS MALE	48.8	50.1	49.1	47.7	50.0
APPLICATIONS FEMALE	43.8	43.9	44.9	50.3	45.8
SHORTLISTED MALE	43.8	47.3	49.5	40.3	45.0
SHORTLISTED FEMALE	51.9	48.6	47.2	58.2	51.8
APPOINTED MALE	45.6	45.3	49.6	33.0	47.1
APPOINTED FEMALE	54.4	54.7	50.4	67.0	52.9

APPENDIX C

2003/04 | 2004/05 | 2005/06 | 2006/07 | 2007/08

3. ETHNIC MIX - APPLICANTS (%)

	2003/04	2004/05	2005/06	2006/07	2007/08
WHITE	79.7	76.1	78.7	80.6	76.7
BLACK / BLACK BRITISH	1.5	1.2	2.4	2.7	3.7
ASIAN / ASIAN BRITISH	9.6	14.6	10.5	12.7	12.9
OTHER	1.8	2.2	2.5	2.1	2.5
FORM NOT COMPLETED	7.4	5.9	5.9	2.0	4.2

3A. ETHNIC MIX - SHORTLISTED (%)

	2003/04	2004/05	2005/06	2006/07	2007/08
WHITE	83.2	81.3	85.3	86.7	82.6
BLACK / BLACK BRITISH	1.2	1.4	1.4	1.3	2.4
ASIAN / ASIAN BRITISH	9.0	12.2	7.8	9.2	9.4
OTHER	2.3	1.0	2.1	1.3	2.3
FORM NOT COMPLETED	4.3	4.1	3.3	1.5	3.3

3B. ETHNIC MIX - APPOINTED (%)

	2003/04	2004/05	2005/06	2006/07	2007/08
WHITE	93.3	92.0	95.1	91.3	90.0
BLACK / BLACK BRITISH	1.1	0.0	0.8	0.9	1.2
ASIAN / ASIAN BRITISH	4.4	6.7	3.3	5.2	7.1
OTHER	1.1	1.3	0.8	2.6	1.8
FORM NOT COMPLETED	0.0	0.0	0.0	0.0	0.0