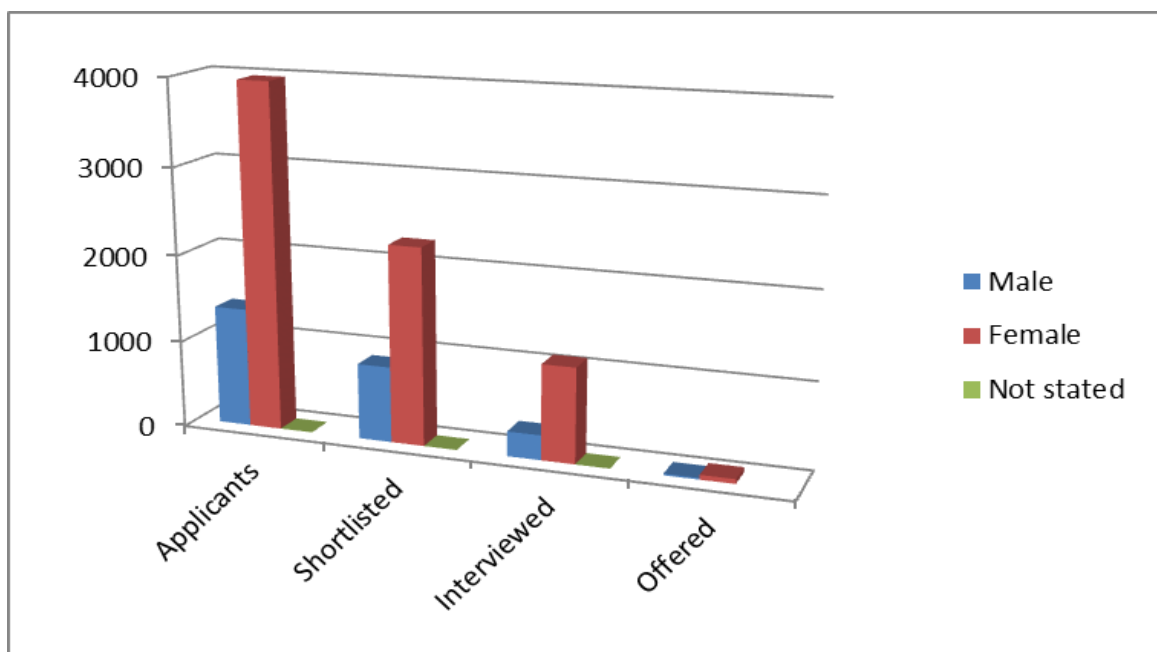


## Equal ops

### January - March 2019

#### GENDER



	Applicants	Shortlisted	Interviewed	Offered
Male	1370	869	285	18
Female	3967	2260	1090	54
Not stated	2	1	1	
Total	5339	3130	1376	72

During this period, we received 5339 applications for employment. Of these 3967 [74.3%] were from women and 1370 [25.7%] from men.

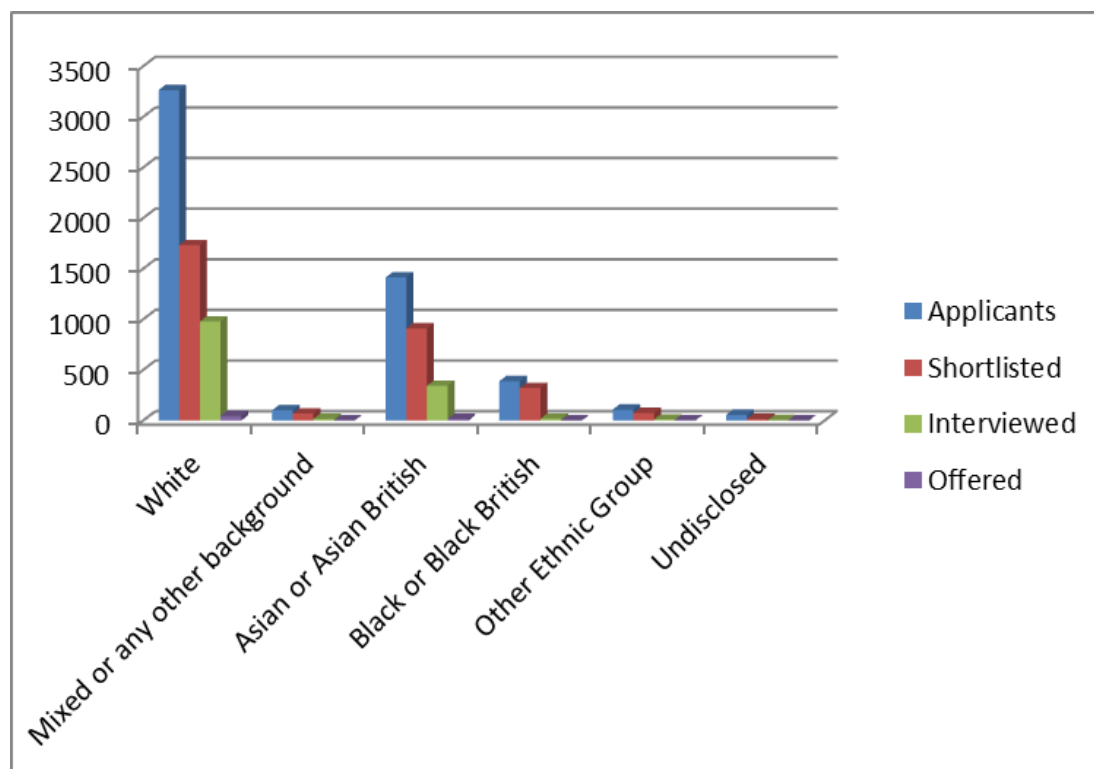
## General Recruitment Report

72 applicants received offers of employment, revealing a success rate of 1.3% out of all applicants. The success rate for men and women was 1.3%.

The percentage breakdown at application, interview and offer stages vary by 6% which would suggest that there may have been a very slight gender bias in the process.

%	Total Applicants	Interviewed	Offered
<b>Male</b>	25.7	20.7	19.5
<b>Female</b>	74.3	79.2	80.5

## ETHNICITY



	Applicants	Shortlisted	Interviewed	Offered
<b>White</b>	3265	1733	979	47
<b>Mixed or any other background</b>	103	71	17	1
<b>Asian or Asian British</b>	1415	911	344	16
<b>Black or Black British</b>	389	322	19	1
<b>Other Ethnic Group</b>	110	76	12	4
<b>Undisclosed</b>	57	17	5	3
<b>Total</b>	5339	3130	1376	72

## General Recruitment Report

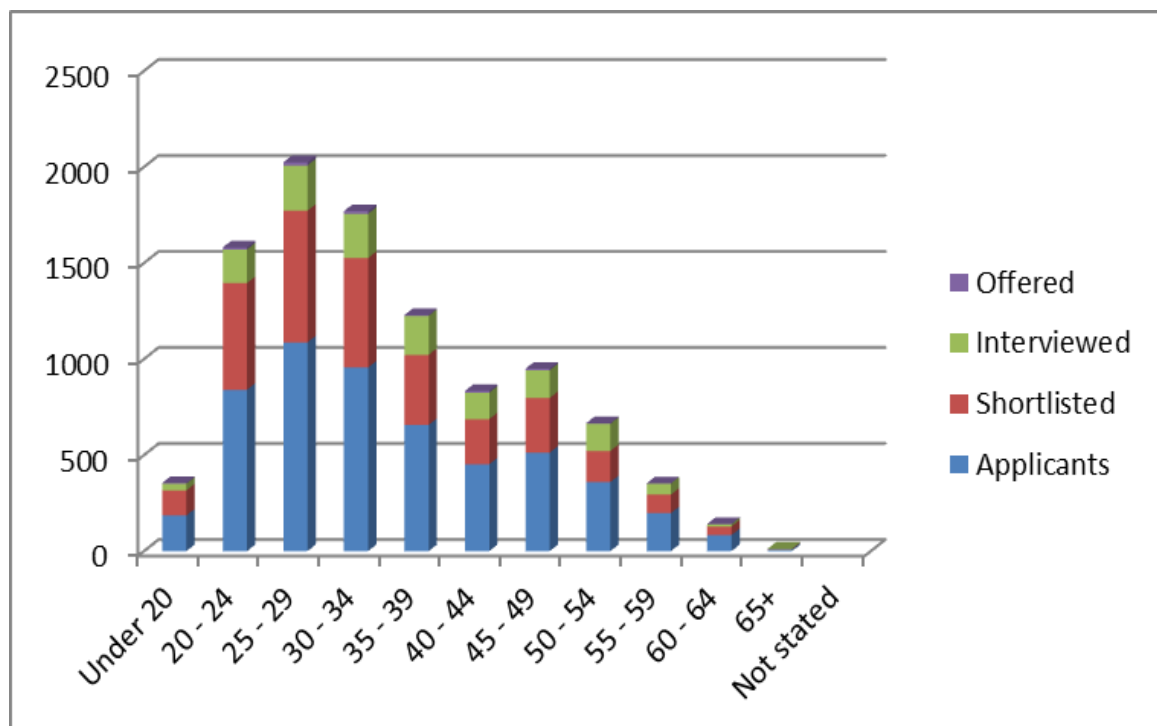
Of 5339 received applications for employment in this period, 3265 [61.4%] were from White applicants, 1415 [26.6%] were from Asian applicants, 389 [7.2%] were from Black applicants, 103 [2%] were from a mixed background, 110 [2.1%] people declared their ethnic origins as 'other', and 57 [1%] of applicants declined to identify their ethnicity.

**Please note:** recruiting manager has no way of knowing ethnicity at application and shortlisting stages as all personal details are removed.

%	Applicants (%)	Shortlisted (%)	Interviewed (%)	Offered (%)
<b>White</b>	61.4	55.5	71.1	65.3
<b>Mixed or any other background</b>	2	2.4	1.2	1.4
<b>Asian or Asian British</b>	26.6	29.1	24.9	22.2
<b>Black or Black British</b>	7.2	10.2	1.4	1.4
<b>Other Ethnic Group</b>	2.1	2.5	0.9	5.6
<b>Undisclosed</b>	1	0.5	0.4	4.2
<b>Total</b>	100.3	100.2	99.9	100.1

This above table shows the percentage distribution of the activity. There does appear to be some anomalies in the percentage representation of these groups throughout the process, which could indicate there is some racial bias.

## AGE



## General Recruitment Report

	Applicants	Shortlisted	Interviewed	Offered	Started
<b>Under 20</b>	186	130	35	4	
<b>20 - 24</b>	840	555	175	11	2
<b>25 - 29</b>	1087	685	236	16	3
<b>30 - 34</b>	956	570	230	14	5
<b>35 - 39</b>	657	365	203	4	
<b>40 - 44</b>	452	235	138	9	
<b>45 - 49</b>	513	284	145	8	
<b>50 - 54</b>	359	162	142	3	2
<b>55 - 59</b>	198	96	58	1	1
<b>60 - 64</b>	83	45	12	2	
<b>65+</b>	8	3	2		
<b>Not stated</b>					
<b>Total</b>	5339	3130	1376	72	13

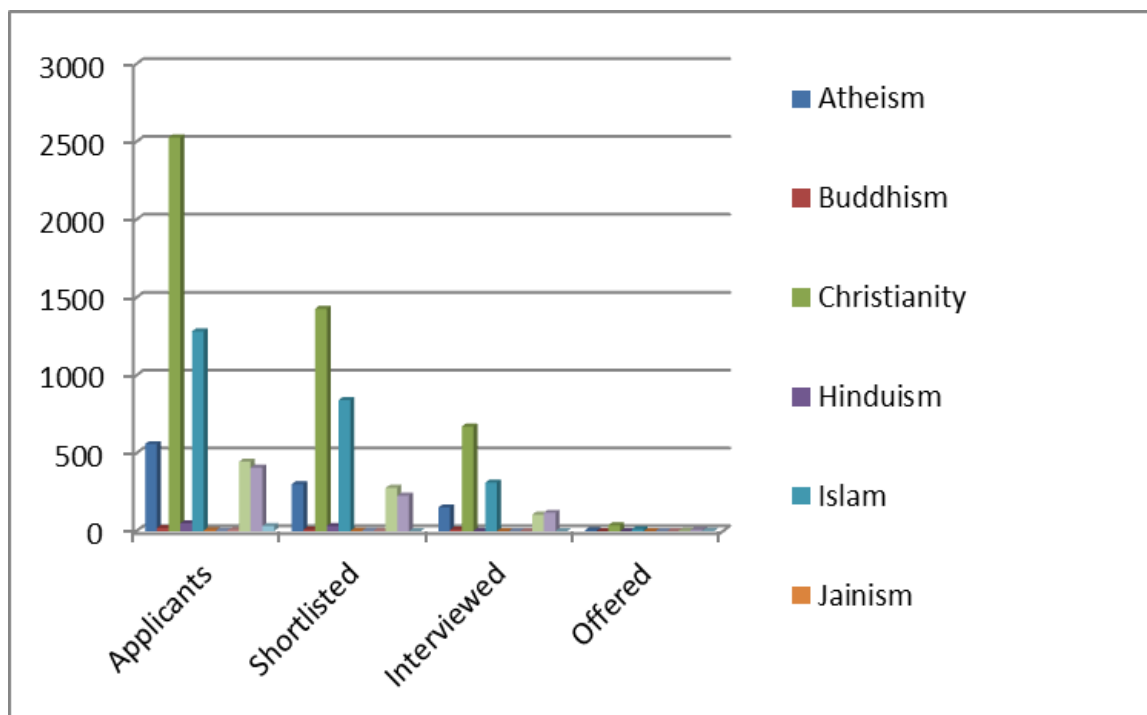
Of the total number of applicants, 1026 were people aged under 25, 2700 were between 25-39 years of age, 965 were between 40-49 years of age and 648 were from people aged 50 and over.

The success rate for those applicants under 25 years of age who were offered was 1.46%. For applicants aged between 25-39 it was 1.26%, for applicants aged between 40-49 it was 1.76% and for applicants aged 50 and over it was 0.9%. If these are applied to the overall total success rate of 1.35% it shows that there may some age bias.

The percentage representation breakdown at applicant, interview and starting stages is quite interesting as they do vary slightly through the process.

	All applications (%)	Interview:All (%)	Offer:All (%)
Under 20	3.5	2.5	5.6
20 - 24	15.7	12.7	15.3
25 - 29	20.4	17.2	22.2
30 - 34	17.9	16.7	19.4
35 - 39	12.3	14.8	5.6
40 - 44	8.5	10	12.5
45 - 49	9.6	10.5	11.1
50 - 54	6.7	10.3	4.2
55 - 59	3.7	4.2	1.4
60 - 64	1.6	0.9	2.8
65+	0.1	0.1	0
Not stated	0	0	0
Total	100	99.9	100.1

## RELIGIOUS BELIEF



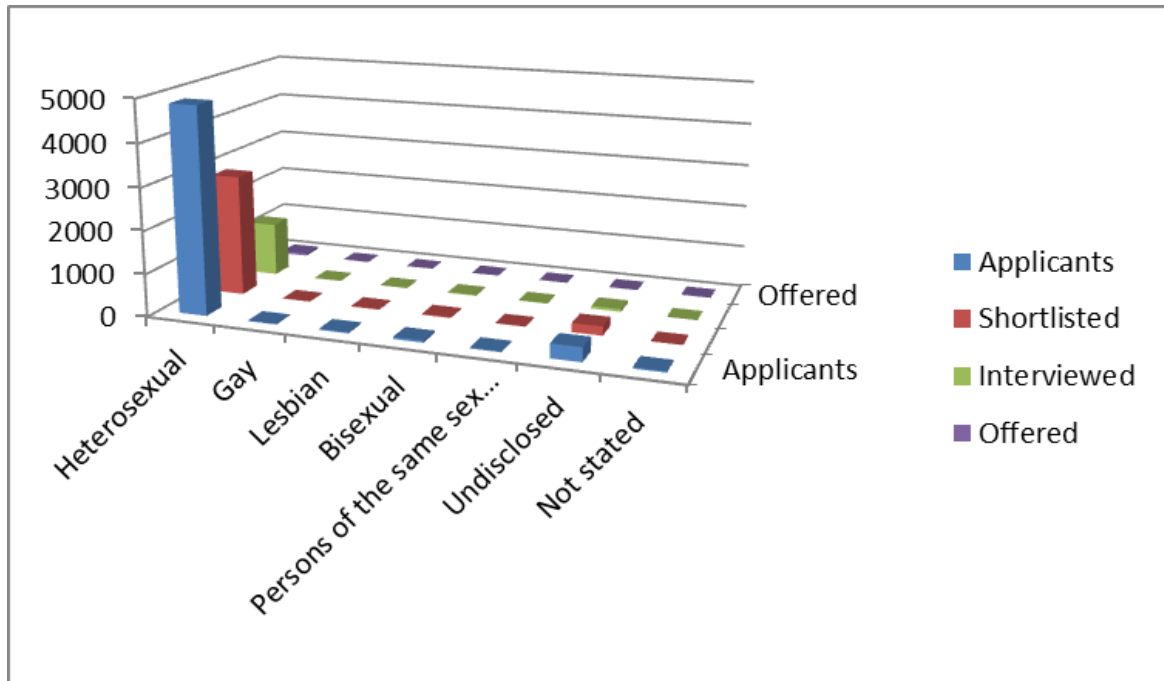
	Applicants	Shortlisted	Interviewed	Offered
Atheism	559	302	152	6
Buddhism	20	10	9	0
Christianity	2528	1428	672	39
Hinduism	50	34	3	0
Islam	1284	842	312	13
Jainism	4	2	1	0
Judaism	2	2	0	0
Sikhism	4	3	1	0
Other	446	278	107	3
I do not wish to disclose my religion/belief	409	229	118	8
Not stated	33	0	1	3
Total	5339	3130	1376	72

Of the total applicants, 559 identified as Atheist, 20 Buddhist, 50 as being Hindu, 4 identified as being Sikh, 2 as Jewish, 4 as Janism, 1284 as Muslim, 2528 applicants identified as Christian, 446 identified as 'other' religion/belief group, and 442 declined to identify their religion or belief.

## General Recruitment Report

As a percentage of those offered, Christians were 54.2% [39 applicants], Muslim 18.1% [13 applicants] and Atheists 8.3% [6 applicants].

## SEXUAL ORIENTATION

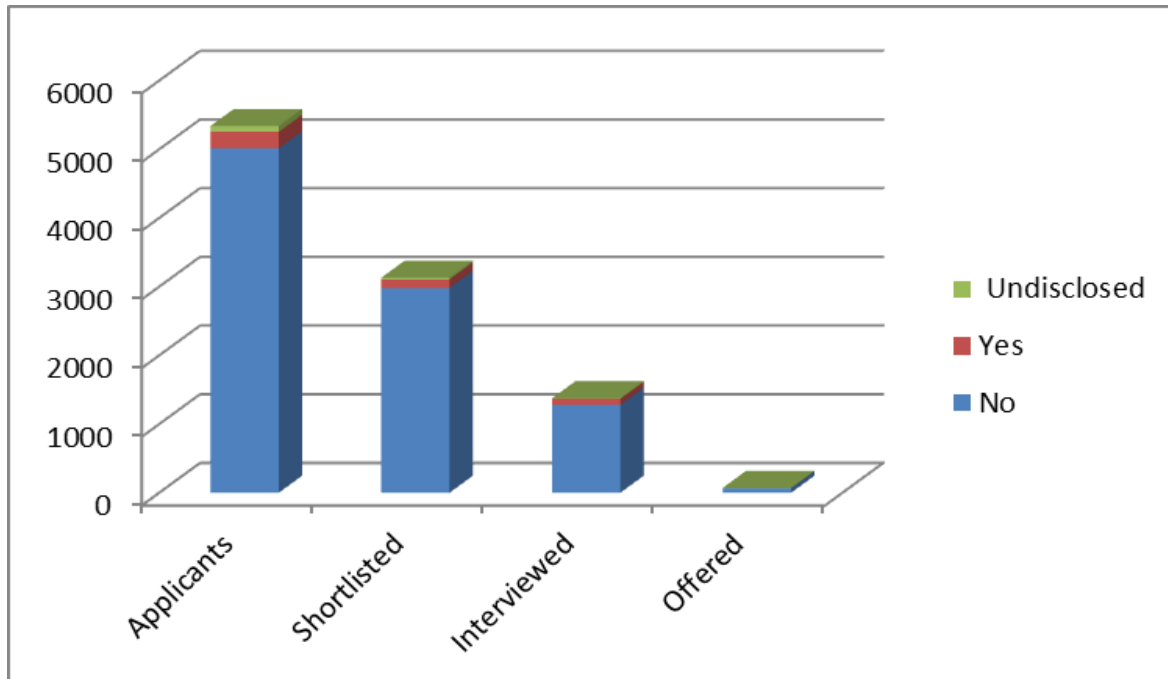


	Applicants	Shortlisted	Interviewed	Offered
<b>Heterosexual</b>	4848	2854	1267	57
<b>Gay</b>	19	11	6	0
<b>Lesbian</b>	33	18	7	1
<b>Bisexual</b>	49	26	19	1
<b>Persons of the same sex (Homosexual)</b>	24	7	12	0
<b>Undisclosed</b>	331	214	64	10
<b>Not stated</b>	35	0	1	3
<b>Total</b>	<b>5339</b>	<b>3130</b>	<b>1376</b>	<b>72</b>

## General Recruitment Report

Of the total applications received, 125 [2.3%] were from lesbian, gay people, homosexual and bi-sexual communities. 4848 [90.8%] of applicants were heterosexual and 366 [6.9%] applicants elected not to identify their sexual orientation.

## DISABILITY



	Applicants	Shortlisted	Interviewed	Offered
<b>No</b>	5016	2984	1281	66
<b>Yes</b>	237	121	85	2
<b>Undisclosed</b>	86	25	10	4
<b>Total</b>	5339	3130	1376	72

Breaking down the total number of applicants, 237 [4.4%] were from people who said yes they had a disability, 5016 [94%] were from people who said no they didn't have a disability, and 86 [1.6%] declined to identify their disability status.