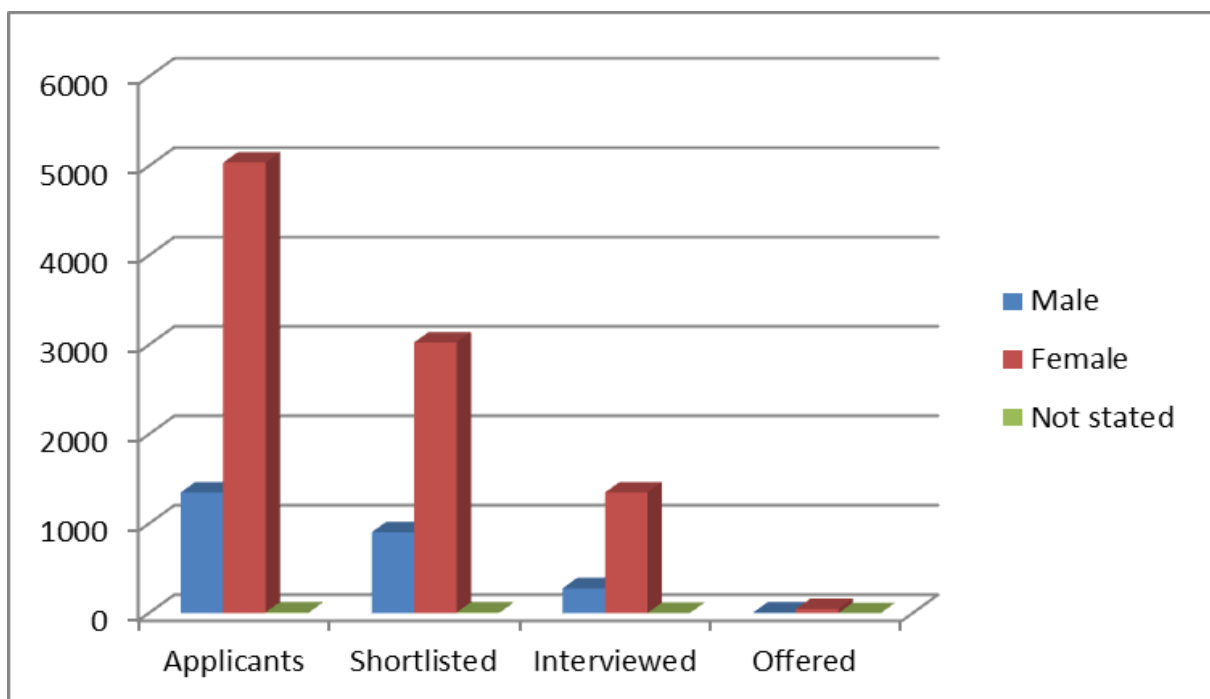


## Equal ops

### April – June 2019

#### GENDER



	Applicants	Shortlisted	Interviewed	Offered
Male	1349	904	277	9
Female	5038	3027	1349	46
Not stated	8	6	1	0
Total	6395	3937	1627	55

During this period, we received 6395 non-medical applications for employment. Of these 5038 [78.8%] were from women and 1349 [21.1%] from men.

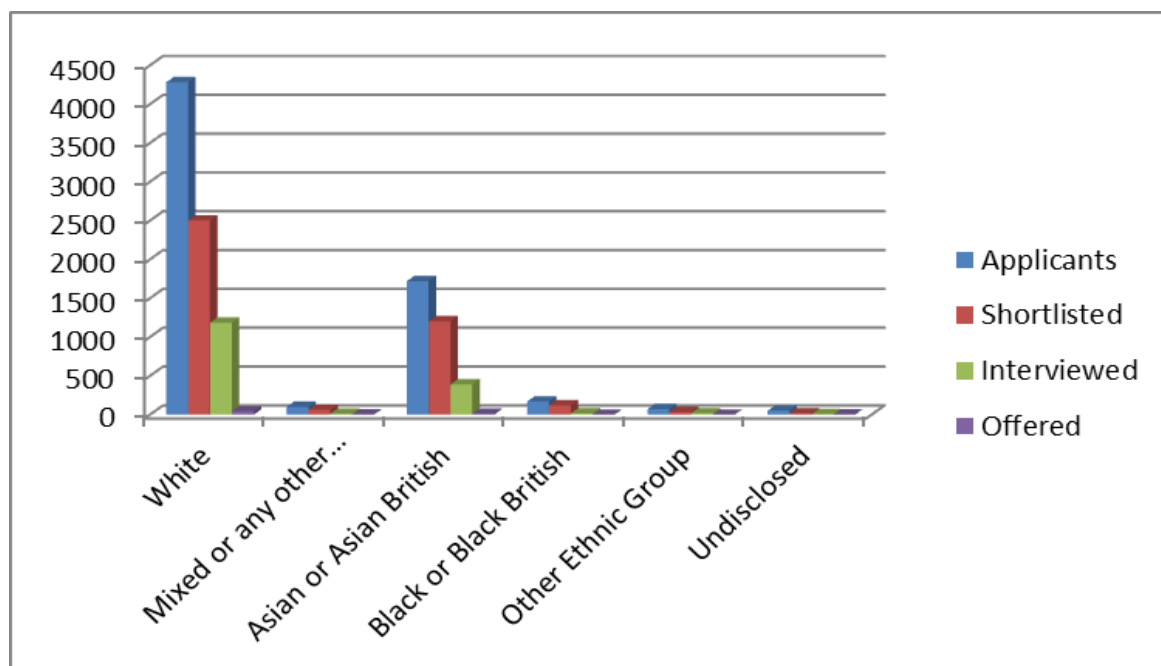
## General Recruitment Report

55 applicants received offers of employment, revealing a success rate of 0.8% out of all applicants. The success rate for men was 0.67% and for women was 0.91%.

The percentage breakdown at application, interview and offer stages vary by 5% which would suggest that there may have been a very slight gender bias in the process.

%	Total Applicants	Interviewed	Offered
<b>Male</b>	21.10%	17%	16.40%
<b>Female</b>	78.80%	82.90%	83.60%

## ETHNICITY



	Applicants	Shortlisted	Interviewed	Offered
<b>White</b>	4283	2502	1185	41
<b>Mixed or any other background</b>	101	60	12	2
<b>Asian or Asian British</b>	1720	1203	390	11
<b>Black or Black British</b>	169	120	17	0
<b>Other Ethnic Group</b>	71	34	18	0
<b>Undisclosed</b>	51	18	5	1
<b>Total</b>	6395	3937	1627	55

## General Recruitment Report

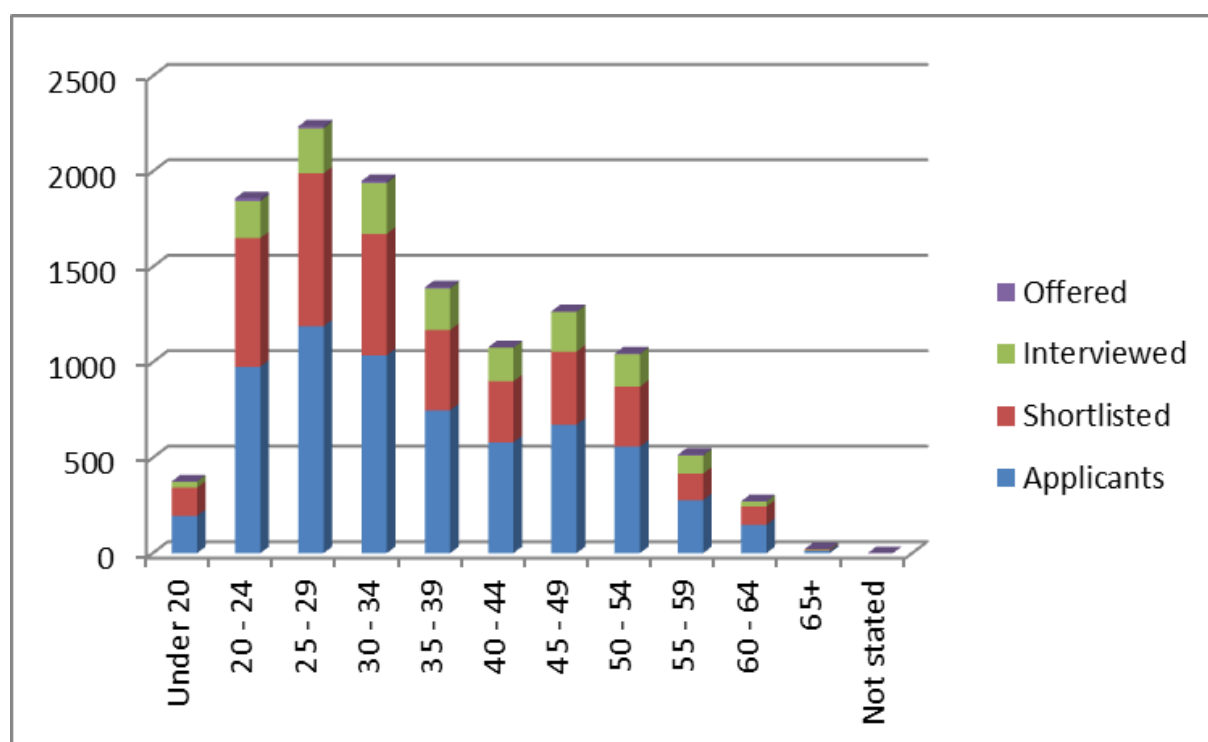
Of 6395 received applications for employment in this period, 4283 [68.8%] were from White applicants, 1720 [26.8%] were from Asian applicants, 169 [2.6%] were from Black applicants, 101 [1.6%] were from a mixed background, 71 [1.2%] people declared their ethnic origins as 'other', and 51 [0.8%] of applicants 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
White	66.8	63.8	72.8	74.5
Mixed or any other background	1.6	1.5	0.8	3.6
Asian or Asian British	26.8	30.6	24.1	19.9
Black or Black British	2.6	3.1	1.1	0
Other Ethnic Group	1.2	0.9	1.1	0
Undisclosed	0.8	0.5	0.3	1.8
<b>Total</b>	<b>99.8</b>	<b>100.4</b>	<b>100.2</b>	<b>99.8</b>

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

	<b>Applicants</b>	<b>Shortlisted</b>	<b>Interviewed</b>	<b>Offered</b>
<b>Under 20</b>	195	148	32	1
<b>20 - 24</b>	977	673	194	15
<b>25 - 29</b>	1189	801	236	10
<b>30 - 34</b>	1037	636	267	10
<b>35 - 39</b>	748	421	218	6
<b>40 - 44</b>	580	320	176	2
<b>45 - 49</b>	673	383	208	3
<b>50 - 54</b>	558	314	171	3
<b>55 - 59</b>	278	139	95	4
<b>60 - 64</b>	148	96	27	1
<b>65+</b>	12	6	3	0
<b>Not stated</b>	0	0	0	0
<b>Total</b>	6395	3937	1627	55

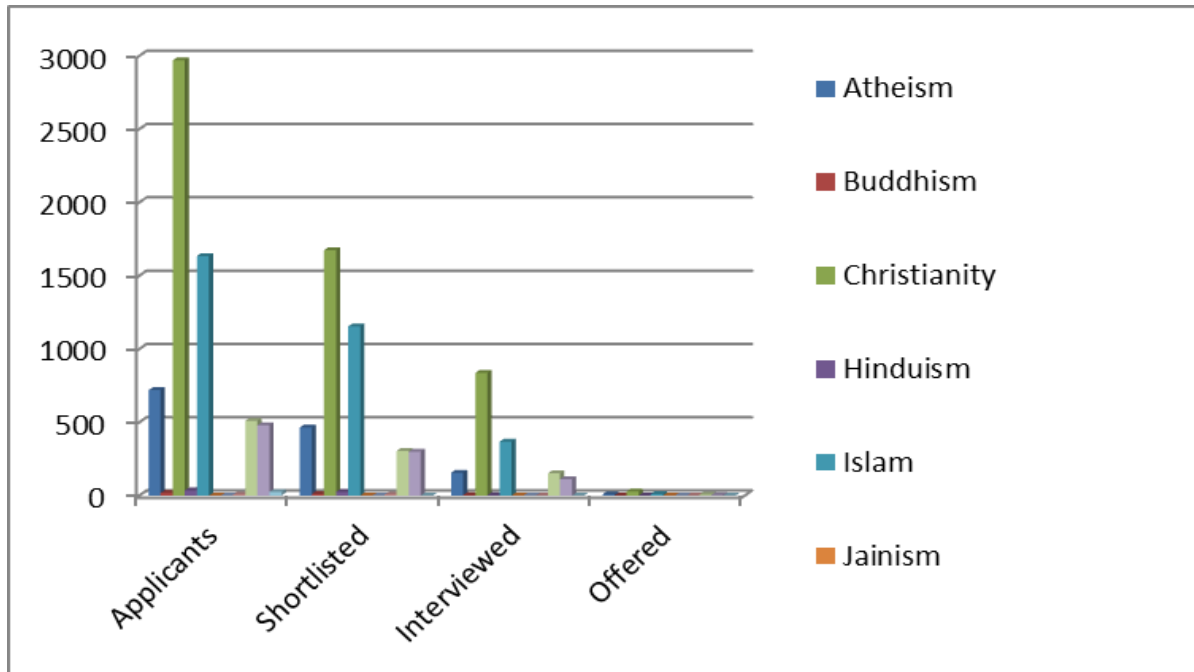
Of the total number of applicants, 1172 were people aged under 25, 2974 were between 25-39 years of age, 1253 were between 40-49 years of age and 996 were from people aged 50 and over.

The success rate for those applicants under 25 years of age who were offered was 1.37%. For applicants aged between 25-39 it was 0.87%, for applicants aged between 40-49 it was 0.4% and for applicants aged 50 and over it was 0.8%. If these are applied to the overall total success rate of 0.86% it shows that there may be 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	2	1.8
20 - 24	15.3	11.9	27.3
25 - 29	18.6	14.5	18.2
30 - 34	16.2	16.4	18.2
35 - 39	11.7	13.4	10.9
40 - 44	9.1	10.8	3.6
45 - 49	10.5	12.8	5.5
50 - 54	8.7	10.5	5.5
55 - 59	4.3	5.8	7.3
60 - 64	2.3	1.7	1.8
65+	0.2	0.2	0
Not stated	0	0	0
Total	99.9	100	100.1

## RELIGIOUS BELIEF



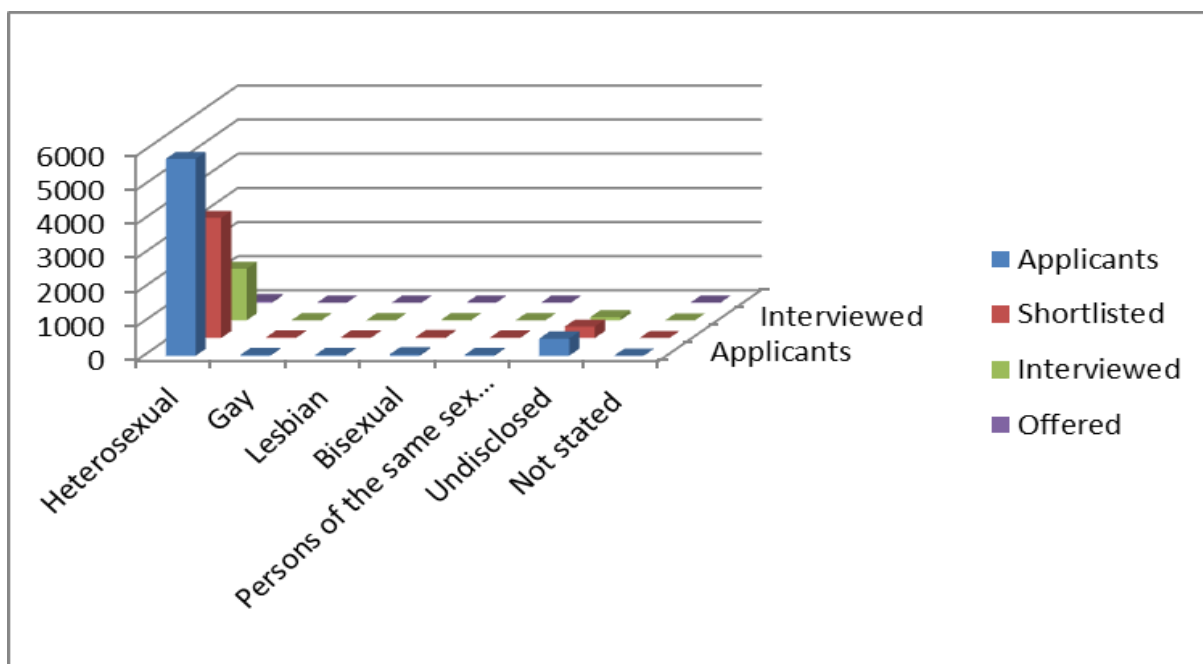
	Applicants	Shortlisted	Interviewed	Offered
Atheism	719	463	155	8
Buddhism	17	11	3	0
Christianity	2969	1673	836	28
Hinduism	35	25	2	0
Islam	1634	1154	367	10
Jainism	0	0	0	0
Judaism	1	0	1	0
Sikhism	6	6	0	0
Other	510	305	151	5
I do not wish to disclose my religion/belief	480	300	112	3
Not stated	24	0	0	1
Total	6395	3937	1627	55

Of the total applicants, 719 identified as Atheist, 17 Buddhist, 35 as being Hindu, 6 identified as being Sikh, 1 as Jewish, 0 as Janism, 1634 as Muslim, 2669 applicants identified as Christian, 510 identified as 'other' religion/belief group, and 504 declined to identify their religion or belief.

## General Recruitment Report

As a percentage of those offered, Christians were 50.9% [28 applicants], Muslim 18.2% [10 applicants] and Atheists 14.5% [8 applicants].

## SEXUAL ORIENTATION

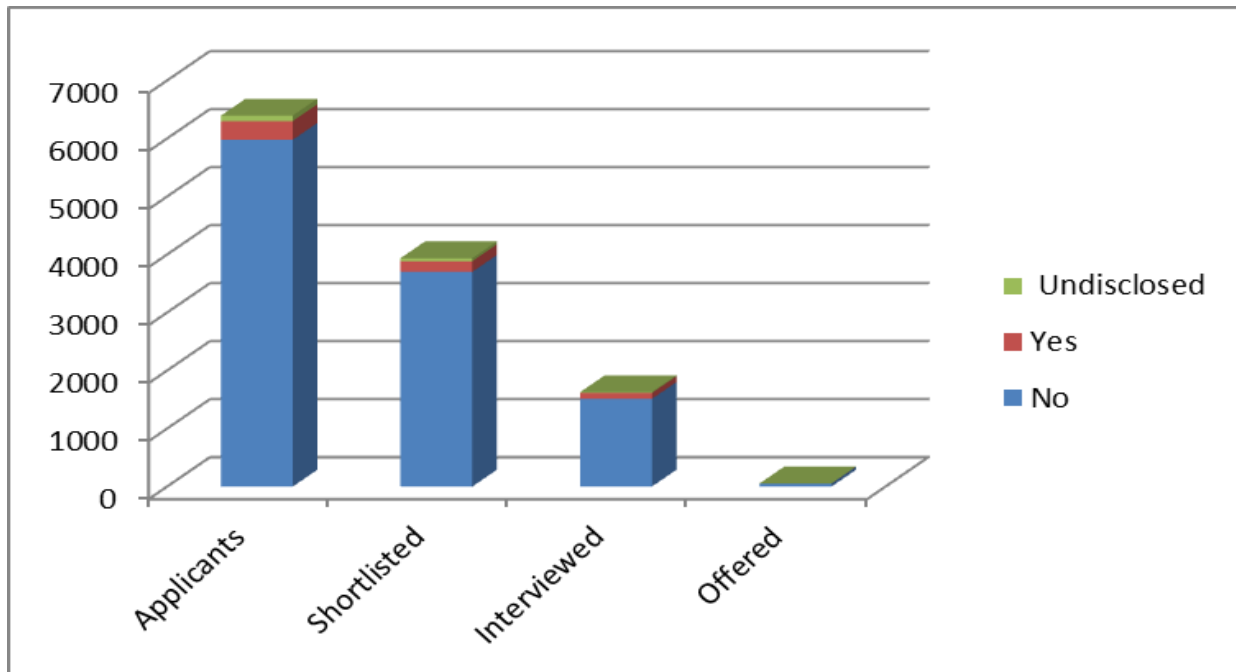


	Applicants	Shortlisted	Interviewed	Offered
<b>Heterosexual</b>	5769	3517	1511	49
<b>Gay</b>	26	20	4	0
<b>Lesbian</b>	23	18	3	0
<b>Bisexual</b>	44	26	11	2
<b>Persons of the same sex (Homosexual)</b>	25	17	2	1
<b>Undisclosed</b>	505	337	96	
<b>Not stated</b>	3	2	0	3
<b>Total</b>	<b>6395</b>	<b>3937</b>	<b>1627</b>	<b>55</b>

## General Recruitment Report

Of the total applications received, 118 [1.8%] were from lesbian, gay people, homosexual and bi-sexual communities. 5769 [90.2%] of applicants were heterosexual and 508 [7.9%] applicants elected not to identify their sexual orientation.

## DISABILITY



	Applicants	Shortlisted	Interviewed	Offered
<b>No</b>	5978	3702	1512	51
<b>Yes</b>	322	183	102	3
<b>Undisclosed</b>	95	52	13	1
<b>Total</b>	6395	3937	1627	55

Breaking down the total number of applicants, 322 [5%] were from people who said yes they had a disability, 5978 [93.5%] were from people who said no they didn't have a disability, and 95 [1.5%] declined to identify their disability status.