

APPENDIX 2

RECRUITMENT MONITORING 2003/2004

Analysis of all applicants by monitored groups

Applicants																	
	Male						Female										
Monitored group	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004					
White European	1243	587	455	705	901	798	1212	435	300	314	537	824					
White Other	26	11	7	22	56	87	18	11	11	28	70	40					
Ethnic Minority Groups	68	55	26	57	95	109	48	49	30	35	99	114					
Disability	21	24	21	10	18	14	18	4	13	4	7	19					
Age 50+	120	77	114	117	169	69	69	29	25	27	48	153					
Age 50+ & Disabled	7	5	10	5	6	6	2	1	2	0	4	3					
30% rule *	74	23	19	0	0	0	44	29	26	0	0	0					
<b>Total</b>	<b>1559</b>	<b>782</b>	<b>652</b>	<b>916</b>	<b>1245</b>	<b>1083</b>	<b>1411</b>	<b>558</b>	<b>407</b>	<b>408</b>	<b>765</b>	<b>1153</b>					
<b>TOTAL APPLICANTS</b>																	
1998/99			1999/00			2000/01			2001/02			2002/03			2003/04		
2970			1340			1059			1263			1885			2149		
Interviewees																	
	Male						Female										
Monitored group	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004					
White European	352	187	234	238	330	305	374	186	143	232	224	371					
White Other	7	3	2	18	22	22	4	6	4	16	24	11					
Ethnic Minority Groups	18	18	10	24	37	50	14	20	6	37	35	30					
Disability	6	8	7	4	3	7	4	4	7	5	4	9					
Age 50+	36	29	56	48	63	38	26	15	11	26	27	63					
Age 50+ & Disabled	2	4	0	1	1	4	1	2	0	0	1	2					
30% rule *	18	3	3	0	0	0	20	5	10	0	0	0					
<b>Total</b>	<b>882</b>	<b>490</b>	<b>493</b>	<b>594</b>	<b>732</b>	<b>740</b>	<b>882</b>	<b>490</b>	<b>493</b>	<b>594</b>	<b>732</b>	<b>740</b>					
<b>TOTAL INTERVIEWEES</b>																	
1998/99			1999/00			2000/01			2001/02			2002/03			2003/04		
882			490			493			594			732			740		
Appointees																	
	Male						Female										
Monitored group	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	1998-1999	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004					
White European	69	47	51	76	113	88	77	43	43	87	80	79					
White Other	0	1	2	3	3	1	4	3	0	9	3	5					
Ethnic Minority Groups	1	4	1	6	10	5	6	4	3	10	4	8					
Disability	2	2	2	2	1	0	0	1	1	3	0	0					
Age 50+	5	3	14	9	7	8	7	3	3	5	4	8					
Age 50+ & Disabled	1	1	0	1	0	0	0	0	0	0	0	0					
30% rule *	1	1	0	0	0	0	5	6	4	0	0	0					
<b>Total</b>	<b>178</b>	<b>119</b>	<b>124</b>	<b>207</b>	<b>227</b>	<b>198</b>	<b>178</b>	<b>119</b>	<b>124</b>	<b>207</b>	<b>227</b>	<b>198</b>					
<b>TOTAL APPOINTEES</b>																	
1998/99			1999/00			2000/01			2001/02			2002/03			2003/04		
178			119			124			207			227			198		

This data is not a complete picture since some applicants have not completed some or all of the details.  
 \* Where fewer than 30% of applicants for the post were of one gender - Not used since 2001