

<sup>1</sup>Professional Support Staff Recruitment: Faculty Based

| Job Grade  | Ethnicity <sup>i</sup> | Application     |               |             |                  |     | Shortlisted     |               |             |                   |     | Successful      |               |             |                   |     |
|------------|------------------------|-----------------|---------------|-------------|------------------|-----|-----------------|---------------|-------------|-------------------|-----|-----------------|---------------|-------------|-------------------|-----|
|            |                        | Female<br>Count | Male<br>Count | NK<br>Count | Total<br>Count % |     | Female<br>Count | Male<br>Count | NK<br>Count | Total<br>Count %* |     | Female<br>Count | Male<br>Count | NK<br>Count | Total<br>Count %^ |     |
| Grade 1- 4 | WB                     | 2313            | 1040          | 4           | 3357             | 62% | 263             | 80            | 0           | 343               | 10% | 71              | 25            | 0           | 96                | 28% |
|            | OW                     | 425             | 151           | 0           | 576              | 11% | 31              | 10            | 0           | 41                | 7%  | 9               | 1             | 0           | 10                | 24% |
|            | BME                    | 935             | 472           | 0           | 1407             | 26% | 58              | 33            | 0           | 91                | 6%  | 13              | 6             | 0           | 19                | 21% |
|            | NK                     | 54              | 46            | 16          | 116              | 2%  | 1               | 1             | 2           | 4                 | 3%  | 1               | 0             | 1           | 2                 | 50% |
|            | Count                  | 3727            | 1709          | 20          | 5456             |     | 353             | 124           | 2           | 479               |     | 94              | 32            | 1           | 127               |     |
|            | %                      | 68%             | 31%           | 0%          |                  |     | 9%              | 7%            | 10%         |                   |     | 27%             | 26%           | 50%         |                   |     |
| Grade 5    | WB                     | 239             | 227           | 1           | 467              | 55% | 44              | 42            | 0           | 86                | 18% | 12              | 14            | 0           | 26                | 30% |
|            | OW                     | 39              | 39            | 0           | 78               | 9%  | 7               | 6             | 0           | 13                | 17% | 1               | 2             | 0           | 3                 | 23% |
|            | BME                    | 124             | 164           | 0           | 288              | 34% | 24              | 15            | 0           | 39                | 14% | 3               | 2             | 0           | 5                 | 13% |
|            | NK                     | 6               | 10            | 2           | 18               | 2%  | 1               | 1             | 1           | 3                 | 17% | 1               | 0             | 0           | 1                 | 33% |
|            | Count                  | 408             | 440           | 3           | 851              |     | 76              | 64            | 1           | 141               |     | 17              | 18            | 0           | 35                |     |
|            | %                      | 48%             | 52%           | 0%          |                  |     | 19%             | 15%           | 33%         |                   |     | 22%             | 28%           | 0%          |                   |     |
| Grade 6    | WB                     | 239             | 187           | 0           | 426              | 59% | 64              | 56            | 0           | 120               | 28% | 19              | 15            | 0           | 34                | 28% |
|            | OW                     | 66              | 29            | 0           | 95               | 13% | 15              | 8             | 0           | 23                | 24% | 3               | 3             | 0           | 6                 | 26% |
|            | BME                    | 78              | 103           | 2           | 183              | 25% | 10              | 12            | 1           | 23                | 13% | 2               | 4             | 0           | 6                 | 26% |
|            | NK                     | 4               | 16            | 0           | 20               | 3%  | 0               | 4             | 0           | 4                 | 20% | 0               | 1             | 0           | 1                 | 25% |
|            | Count                  | 387             | 335           | 2           | 724              |     | 89              | 80            | 1           | 170               |     | 24              | 23            | 0           | 47                |     |
|            | %                      | 53%             | 46%           | 0%          |                  |     | 23%             | 24%           | 50%         |                   |     | 27%             | 29%           | 0%          |                   |     |

<sup>1</sup>\* - percentage of applicants shortlisted

^ -percentage of those shortlisted that were successful

source - Jobtrain 15/11/12

| Job Grade | Ethnicity <sup>i</sup> | Application |       |       |       |      | Shortlisted |       |       |       |      | Successful |       |       |       |      |
|-----------|------------------------|-------------|-------|-------|-------|------|-------------|-------|-------|-------|------|------------|-------|-------|-------|------|
|           |                        | Female      | Male  | NK    | Total |      | Female      | Male  | NK    | Total |      | Female     | Male  | NK    | Total |      |
|           |                        | Count       | Count | Count | Count | %    | Count       | Count | Count | Count | %*   | Count      | Count | Count | Count | %^   |
| Grade 7   | WB                     | 74          | 54    | 0     | 128   | 65%  | 17          | 12    | 0     | 29    | 23%  | 7          | 4     | 0     | 11    | 38%  |
|           | OW                     | 23          | 15    | 0     | 38    | 19%  | 6           | 4     | 0     | 10    | 26%  | 2          | 1     | 0     | 3     | 30%  |
|           | BME                    | 19          | 10    | 1     | 30    | 15%  | 1           | 0     | 0     | 1     | 3%   |            |       |       | 0     | 0%   |
|           | NK                     | 1           | 0     | 0     | 1     | 1%   |             |       |       | 0     | 0%   |            |       |       | 0     |      |
|           | Count                  | 117         | 79    | 1     | 197   |      | 24          | 16    | 0     | 40    |      | 9          | 5     | 0     | 14    |      |
|           | %                      | 59%         | 40%   | 1%    |       |      | 21%         | 20%   | 0%    |       |      | 38%        | 31%   |       |       |      |
| Grade 7/8 | WB                     | 18          | 24    | 0     | 42    | 70%  | 5           | 2     | 0     | 7     | 17%  | 1          | 0     | 0     | 1     | 14%  |
|           | OW                     | 1           | 7     | 0     | 8     | 13%  |             |       |       | 0     | 0%   |            |       |       | 0     |      |
|           | BME                    | 1           | 8     | 0     | 9     | 15%  | 1           | 0     | 0     | 1     | 11%  |            |       |       | 0     | 0%   |
|           | NK                     | 1           | 0     | 0     | 1     | 2%   |             |       |       | 0     | 0%   |            |       |       | 0     |      |
|           | Count                  | 21          | 39    | 0     | 60    |      | 6           | 2     | 0     | 8     |      | 1          | 0     | 0     | 1     |      |
|           | %                      | 35%         | 65%   | 0%    |       |      | 29%         | 5%    |       |       |      | 17%        | 0%    |       |       |      |
| Grade 8   | WB                     | 39          | 45    | 0     | 84    | 66%  | 6           | 6     | 0     | 12    | 14%  | 1          | 0     | 0     | 1     | 8%   |
|           | OW                     | 11          | 11    | 0     | 22    | 17%  | 3           | 1     | 0     | 4     | 18%  | 1          | 1     | 0     | 2     | 50%  |
|           | BME                    | 7           | 13    | 0     | 20    | 16%  | 0           | 1     | 0     | 1     | 5%   |            |       |       | 0     | 0%   |
|           | NK                     | 0           | 2     | 0     | 2     | 2%   | 0           | 1     | 0     | 1     | 50%  |            |       |       | 0     | 0%   |
|           | Count                  | 57          | 71    | 0     | 128   |      | 9           | 9     | 0     | 18    |      | 2          | 1     | 0     | 3     |      |
|           | %                      | 45%         | 55%   | 0%    |       |      | 16%         | 13%   |       |       |      | 22%        | 11%   |       |       |      |
| Prof      | WB                     |             |       |       | 0     | 0%   |             |       |       | 0     |      |            |       |       | 0     |      |
|           | OW                     | 0           | 1     | 0     | 1     | 100% | 0           | 1     | 0     | 1     | 100% | 0          | 1     | 0     | 1     | 100% |
|           | BME                    |             |       |       | 0     | 0%   |             |       |       | 0     |      |            |       |       | 0     |      |
|           | NK                     |             |       |       | 0     | 0%   |             |       |       | 0     |      |            |       |       | 0     |      |
|           | Count                  | 0           | 1     | 0     | 1     |      | 0           | 1     | 0     | 1     |      | 0          | 1     | 0     | 1     |      |
|           | %                      | 0%          | 100%  | 0%    |       |      |             | 100%  |       |       |      |            | 100%  |       |       |      |

| Job Grade             | Ethnicity <sup>i</sup> | Application |       |       |       |     | Shortlisted |       |       |       |     | Successful |       |       |       |     |
|-----------------------|------------------------|-------------|-------|-------|-------|-----|-------------|-------|-------|-------|-----|------------|-------|-------|-------|-----|
|                       |                        | Female      | Male  | NK    | Total |     | Female      | Male  | NK    | Total |     | Female     | Male  | NK    | Total |     |
|                       |                        | Count       | Count | Count | Count | %   | Count       | Count | Count | Count | %*  | Count      | Count | Count | Count | %^  |
| All Faculty PSS staff | WB                     | 2922        | 1577  | 5     | 4504  | 61% | 399         | 198   | 0     | 597   | 13% | 111        | 58    | 0     | 169   | 28% |
|                       | OW                     | 565         | 253   | 0     | 818   | 11% | 62          | 30    | 0     | 92    | 11% | 16         | 9     | 0     | 25    | 27% |
|                       | BME                    | 1164        | 770   | 3     | 1937  | 26% | 94          | 61    | 1     | 156   | 8%  | 18         | 12    | 0     | 30    | 19% |
|                       | NK                     | 66          | 74    | 18    | 158   | 2%  | 2           | 7     | 3     | 12    | 8%  | 2          | 1     | 1     | 4     | 33% |
|                       | Count                  | 4717        | 2674  | 26    | 7417  |     | 557         | 296   | 4     | 857   | 12% | 147        | 80    | 1     | 228   | 27% |
|                       | %                      | 64%         | 36%   | 0%    |       |     | 12%         | 11%   | 15%   |       |     | 26%        | 27%   | 25%   |       |     |

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| Ethnicity |                       |
|-----------|-----------------------|
| WB        | White British         |
| OW        | Other White           |
| BME       | Black Minority Ethnic |
| NK        | Not Known             |