

1 Professional Support Staff Recruitment: Professional Support Services

Job Grade	Ethnicity ⁱ	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 1- 4	WB	86	235	0	321	62%	23	26	0	49	15%	15	7	0	22	45%
	OW	11	27	0	38	7%	2	3	0	5	13%				0	0%
	BME	36	119	0	155	30%	7	6	0	13	8%	3	1	0	4	31%
	NK	3	2	1	6	1%				0	0%				0	
	Count	136	383	1	520		32	35	0	67		18	8	0	26	
	%	26%	74%	0%			24%	9%	0%			56%	23%			
Grade 5	WB	10	16	0	26	70%	6	8	0	14	54%	1	5	0	6	43%
	OW	0	2	0	2	5%				0	0%				0	
	BME	1	8	0	9	24%	0	2	0	2	22%	0	1	0	1	50%
	NK				0	0%				0					0	
	Count	11	26	0	37		6	10	0	16		1	6	0	7	
	%	30%	70%	0%			55%	38%				17%	60%			
Grade 6	WB	117	70	0	187	67%	32	22	0	54	29%	8	7	0	15	28%
	OW	19	5	0	24	9%	3	0	0	3	13%	1	0	0	1	33%
	BME	34	27	0	61	22%	3	3	0	6	10%	0	1	0	1	17%
	NK	3	5	1	9	3%	0	2	1	3	33%	0	1	0	1	33%
	Count	173	107	1	281		38	27	1	66		9	9	0	18	
	%	62%	38%	0%			22%	25%	100%			24%	33%	0%		

¹* - percentage of applicants shortlisted

[^] -percentage of those shortlisted that were successful

source - Jobtrain 15/11/12

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		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	5	22	0	27	54%	2	11	0	13	48%	0	4	0	4	31%
	OW	4	2	0	6	12%	2	1	0	3	50%	1	0	0	1	33%
	BME	4	10	1	15	30%	1	0	0	1	7%				0	0%
	NK	1	1	0	2	4%				0	0%				0	
	Count	14	35	1	50		5	12	0	17		1	4	0	5	
	%	28%	70%	2%			36%	34%	0%			20%	33%			
Grade 8	WB	15	21	0	36	80%	7	3	0	10	28%	2	1	0	3	30%
	OW	0	4	0	4	9%	0	1	0	1	25%				0	0%
	BME	1	3	0	4	9%				0	0%				0	
	NK	0	1	0	1	2%	0	1	0	1	####	0	1	0	1	100%
	Count	16	29	0	45		7	5	0	12		2	2	0	4	
	%	36%	64%	0%			44%	17%				29%	40%			
Grade 9	WB	1	41	0	42	91%	1	4	0	5	12%	0	1	0	1	20%
	OW	1	2	0	3	7%	0	1	0	1	33%				0	0%
	BME	0	1	0	1	2%				0	0%				0	
	NK				0	0%				0					0	
	Count	2	44	0	46		1	5	0	6		0	1	0	1	
	%	4%	96%	0%			50%	11%				0%	20%			
Pastoral staff	WB	11	12	0	23	44%	6	9	0	15	65%	5	5	0	10	67%
	OW	5	4	0	9	17%	2	1	0	3	33%	2	1	0	3	100%
	BME	13	7	0	20	38%	1	3	0	4	20%	0	1	0	1	25%
	NK				0	0%				0					0	
	Count	29	23	0	52		9	13	0	22		7	7	0	14	
	%	56%	44%	0%			31%	57%				78%	54%			
All PSS staff	WB	245	417	0	662	64%	77	83	0	160	24%	31	30	0	61	38%
	OW	40	46	0	86	8%	9	7	0	16	19%	4	1	0	5	31%
	BME	89	175	1	265	26%	12	14	0	26	10%	3	4	0	7	27%

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		Female	Male	NK	Total		Female	Male	NK	Total		Female	Male	NK	Total	
		Count	Count	Count	Count	%	Count	Count	Count	Count	%*	Count	Count	Count	Count	%^
	NK	7	9	2	18	2%	0	3	1	4	22%	0	2	0	2	50%
	Count	381	647	3	1031		98	107	1	206	20%	38	37	0	75	
	%	37%	63%	0%			26%	17%	33%			39%	35%	0%		

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