



RECRUITMENT (AGE)

RCVD	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Age Under 20	7	15	18	17	14	9	# 110	3.3%
	Age 20-29	107	181	327	235	192	82	# 1327	39.5%
	Age 30-39	88	157	232	143	131	57	# 808	24.0%
	Age 40-49	68	150	164	148	122	30	# 682	20.3%
	Age 50-59	36	71	91	80	62	26	# 366	10.9%
	Age 60+	7	10	9	13	20	7	# 66	2.0%
	Undisclosed	0	2	0	1	1	0	# 4	0.1%
Total	313	586	841	637	542	211	3363	XXXX	
SHORTLISTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Age Under 20	3	10	5	11	9	3	41	2.3%
	Age 20-29	76	97	165	144	115	40	637	36.1%
	Age 30-39	37	89	108	85	78	24	421	23.9%
	Age 40-49	40	95	81	107	60	15	398	22.5%
	Age 50-59	19	43	47	63	36	14	222	12.6%
	Age 60+	4	8	3	11	13	3	42	2.4%
	Undisclosed	0	2	0	1	1	0	4	0.2%
Total	179	344	409	422	312	99	1765	XXXX	
APPOINTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Age Under 20	0	2	1	2	1	0	6	2.0%
	Age 20-29	12	20	22	20	12	4	90	29.3%
	Age 30-39	4	31	28	11	12	2	88	28.7%
	Age 40-49	7	36	14	20	2	0	79	25.7%
	Age 50-59	7	11	5	11	3	0	37	12.1%
	Age 60+	1	3	0	2	0	0	6	2.0%
	Undisclosed	0	1	0	0	0	0	1	0.3%
Total	31	104	70	66	30	6	307	XXXX	



RECRUITMENT (SEXUAL ORIENTATION)

RCVD	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Lesbian	3	7	14	10	11	3	48	1.5%
	Gay	5	15	21	19	13	12	85	2.7%
	Bisexual	7	11	15	5	9	6	53	1.7%
	Heterosexual	274	513	723	574	471	179	2734	87.3%
	Undisclosed	24	40	68	29	38	11	210	6.7%
	Total	313	586	841	637	542	211	3130	
	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
Lesbian	0	2	9	6	6	0	23	1.3%	
Gay	3	12	13	13	10	7	58	3.3%	
Bisexual	5	9	5	4	8	4	35	2.0%	
Heterosexual	160	299	357	385	264	83	1548	87.7%	
Undisclosed	11	22	25	14	24	5	101	5.7%	
Total	179	344	409	422	312	99	1765		
APPOINTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Lesbian	0	0	0	1	1	0	2	0.7%
	Gay	0	2	1	2	2	0	7	2.3%
	Bisexual	1	2	1	0	0	0	4	1.3%
	Heterosexual	28	93	64	59	23	6	273	88.9%
	Undisclosed	2	7	4	4	4	0	21	6.8%
	Total	31	104	70	66	30	6	307	



RECRUITMENT (GENDER)

RCVD	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Male	191	303	389	287	247	69	1486	47.5%
Female	122	283	452	348	293	141	1639	52.4%	
Undisclosed	0	0	0	2	2	1	5	0.2%	
Total	313	586	841	637	542	211	3130	X	
SHORTLISTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Male	110	176	192	189	132	37	836	47.4%
Female	69	168	217	231	179	61	925	52.4%	
Undisclosed	0	0	0	2	1	1	4	0.2%	
Total	179	344	409	422	312	99	1765	X	
APPOINTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Male	19	60	37	29	8	1	154	50.2%
Female	12	44	33	36	22	5	152	49.5%	
Undisclosed	0	0	0	1	0	0	1	0.3%	
Total	31	104	70	66	30	6	307	X	



RECRUITMENT (DISABILITY STATUS)

RCVD	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Yes	21	46	61	32	19	15	194	6.2%
No	287	531	768	597	519	194	2896	92.5%	
Undisclosed	5	9	12	8	4	2	40	1.3%	
Total	313	586	841	637	542	211	3130	100%	
SHORTLISTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Yes	8	24	22	19	9	8	90	5.1%
No	167	314	380	396	300	89	1646	93.3%	
Undisclosed	4	6	7	7	3	2	29	1.6%	
Total	179	344	409	422	312	99	1765	100%	
APPOINTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Yes	1	11	3	2	0	0	17	5.5%
No	29	93	66	63	30	6	287	93.5%	
Undisclosed	1	0	1	1	0	0	3	1.0%	
Total	31	104	70	66	30	6	307	100%	



RECRUITMENT (RELIGIOUS BELIEFS)

RCVD	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Atheism	61	115	178	136	120	46	656	21.0%
Christianity	157	297	416	320	284	98	1572	50.2%	
Other Belief	54	91	138	105	86	41	515	16.5%	
Undisclosed	41	83	109	76	52	26	387	12.4%	
Total	313	586	841	637	542	211	3130	X	
SHORTLISTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Atheism	40	67	93	98	72	20	390	22.1%
Christianity	86	182	195	226	171	45	905	51.3%	
Other Belief	27	45	59	53	37	21	242	13.7%	
Undisclosed	26	50	62	45	32	13	228	12.9%	
Total	179	344	409	422	312	99	1765	X	
APPOINTED	Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
	Atheism	4	20	18	14	7	1	64	20.8%
Christianity	19	58	32	38	14	2	163	53.1%	
Other Belief	4	11	8	7	6	2	38	12.4%	
Undisclosed	4	15	12	7	3	1	42	13.7%	
Total	31	104	70	66	30	6	307	X	



RECRUITMENT (ETHNIC ORIGIN)

ETHNICITY PROFILE: APPLICATIONS RECEIVED

Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
WHITE - British	201	482	686	527	439	163	2498	79.81%
WHITE - Irish	9	4	13	7	5	0	38	1.21%
WHITE - Any other white background	42	29	46	36	23	18	194	6.20%
ASIAN or ASIAN BRITISH - Indian	11	12	15	11	17	4	70	2.24%
ASIAN or ASIAN BRITISH - Pakistani	6	5	8	5	7	2	33	1.05%
ASIAN or ASIAN BRITISH - Bangladeshi	5	4	6	4	2	1	22	0.70%
ASIAN or ASIAN BRITISH - Any other Asian background	8	2	5	4	7	3	29	0.93%
MIXED - White & Black Caribbean	2	4	1	3	1	1	12	0.38%
MIXED - White & Black African	0	0	1	0	0	0	1	0.03%
MIXED - White & Asian	4	1	2	5	3	1	16	0.51%
MIXED - any other mixed background	1	4	8	3	2	2	20	0.64%
BLACK or BLACK BRITISH - Caribbean	2	3	5	6	3	1	20	0.64%
BLACK or BLACK BRITISH - African	9	20	28	14	22	12	105	3.35%
BLACK or BLACK BRITISH - Any other black background	0	2	2	1	0	0	5	0.16%
OTHER ETHNIC GROUP - Chinese	2	0	0	1	0	0	3	0.10%
OTHER ETHNIC GROUP - Any other ethnic group	5	3	2	3	0	1	14	0.45%
Undisclosed	6	11	13	7	11	2	50	1.60%
Total	313	586	841	637	542	211	3130	

Applications Received	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
White / Irish / White other Background	201	482	686	527	439	163	2498	81.1%
BME Classifications	106	93	142	103	92	46	582	18.9%
Total Applications Receiver (Excl Undisclosed)	307	575	828	630	531	209	3080	



RECRUITMENT (ETHNIC ORIGIN)

ETHNICITY PROFILE: APPLICATIONS SHORTLISTED

Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
WHITE - British	124	306	359	371	259	84	1503	48.02%
WHITE - Irish	6	2	2	6	4	0	20	0.64%
WHITE - Any other white background	26	14	12	12	9	5	78	2.49%
ASIAN or ASIAN BRITISH - Indian	3	1	1	2	9	1	17	0.54%
ASIAN or ASIAN BRITISH - Pakistani	3	2	3	3	1	1	13	0.42%
ASIAN or ASIAN BRITISH - Bangladeshi	2	1	3	3	2	1	12	0.38%
ASIAN or ASIAN BRITISH - Any other Asian background	2	0	4	2	4	1	13	0.42%
MIXED - White & Black Caribbean	2	1	0	1	1	0	5	0.16%
MIXED - White & Black African	0	0	0	0	0	0	0	0.00%
MIXED - White & Asian	1	0	1	2	2	0	6	0.19%
MIXED - any other mixed background	0	2	3	2	2	2	11	0.35%
BLACK or BLACK BRITISH - Caribbean	2	1	4	5	3	0	15	0.48%
BLACK or BLACK BRITISH - African	1	6	9	8	8	2	34	1.09%
BLACK or BLACK BRITISH - Any other black background	0	2	0	0	0	0	2	0.06%
OTHER ETHNIC GROUP - Chinese	2	0	0	1	0	0	3	0.10%
OTHER ETHNIC GROUP - Any other ethnic group	3	1	0	0	0	0	4	0.13%
Undisclosed	2	5	8	4	8	2	29	0.93%
Total	179	344	409	422	312	99	1765	X

Applications Shortlisted	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
White / Irish / White other Background	124	306	359	371	259	84	1503	86.58%
% of applicants who were shortlisted	70%	90%	90%	89%	85%	87%	87%	X
BME Classifications	53	33	42	47	45	13	233	13.42%
% of applicants who were shortlisted	30%	10%	10%	11%	15%	13%	13%	X
Total Applications Shortlisted (Excl Undisclosed)	177	339	401	418	304	97	1736	X



RECRUITMENT (ETHNIC ORIGIN)

ETHNICITY PROFILE: APPOINTED TO POST

Report Category	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
WHITE - British	26	97	65	63	26	5	282	9.01%
WHITE - Irish	1	0	0	0	1	0	2	0.06%
WHITE - Any other white background	3	6	3	1	0	0	13	0.42%
ASIAN or ASIAN BRITISH - Indian	0	0	0	0	1	1	2	0.06%
ASIAN or ASIAN BRITISH - Pakistani	0	0	0	0	0	0	0	0.00%
ASIAN or ASIAN BRITISH - Bangladeshi	0	0	0	0	0	0	0	0.00%
ASIAN or ASIAN BRITISH - Any other Asian background	0	0	0	0	0	0	0	0.00%
MIXED - White & Black Caribbean	0	0	0	1	0	0	1	0.03%
MIXED - White & Black African	0	0	0	0	0	0	0	0.00%
MIXED - White & Asian	0	0	0	0	0	0	0	0.00%
MIXED - any other mixed background	0	0	0	0	0	0	0	0.00%
BLACK or BLACK BRITISH - Caribbean	1	0	1	0	0	0	2	0.06%
BLACK or BLACK BRITISH - African	0	0	1	0	1	0	2	0.06%
BLACK or BLACK BRITISH - Any other black background	0	1	0	0	0	0	1	0.03%
OTHER ETHNIC GROUP - Chinese	0	0	0	0	0	0	0	0.00%
OTHER ETHNIC GROUP - Any other ethnic group	0	0	0	0	0	0	0	0.00%
Undisclosed	0	0	0	1	1	0	2	0.06%
Total	31	104	70	66	30	6	307	X

Applications Appointed to Post	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Total	%Total
White / Irish / White other Background	26	97	65	63	26	5	282	92.46%
% of applicants who were Appointed vs Applications Received	84%	93%	93%	97%	90%	83%	92%	X
BME Classifications	5	7	5	2	3	1	23	7.54%
% of applicants who were Appointed vs Applications Received	16%	7%	7%	3%	10%	17%	8%	X
Total Applications Appointed to Post (Excl Undisclosed)	31	104	70	65	29	6	305	X