

Training Courses for the period 01/04/2006 to 31/03/2007

Ethnic Group	IT	Operational Training	Business Skills	People Skills
Asian - Bangladeshi	0	1	1	0
Asian - Indian	4	12	2	6
Asian - Pakistani	3	0	1	2
Any other Asian background	3	2	1	1
Black - African	1	6	1	7
Black - Caribbean	7	10	0	7
Any other Black background	5	9	0	5
Chinese	2	2	1	2
Mixed Ethnic Background - Asian and White	4	1	0	2
Mixed Ethnic Background - Black African and White	0	0	0	0
Mixed Ethnic Background - Black Caribbean and White	2	2	1	3
Any other Mixed ethnic background	3	8	4	3
White	98	171	21	148
Any other ethnic background	3	15	1	5
Not Known	32	16	4	22
Total	167	255	38	213

Training Courses for the period 01/04/2006 to 31/03/2007

External Activities	Total
0	2
7	31
0	6
1	8
9	24
0	24
1	20
1	8
0	7
0	0
1	9
2	20
162	600
8	32
28	102
220	893

Permament Staff in Post as at 1st April 2006

Ethnic Group	AO	PS	EO	HEO	SEO	G7	G6	SCS	Total
Asian - Bangladeshi	1								1
Asian - Indian	1		4	1	2	1	2		11
Asian - Pakistani	1			1					2
Any other Asian background	1		3		1				5
Black - African	2		2	1	1	2			8
Black - Caribbean	4	1	6	1	1	1			14
Any other Black background		1	4			1			6
Chinese	2		1				1		4
Mixed Ethnic Background - Asian and White	1		2						3
Mixed Ethnic Background - Black African and White									0
Mixed Ethnic Background - Black Caribbean and White	1								1
Any other Mixed ethnic background	1		4	1		1			7
White	28	2	48	36	28	40	24	10	216
Any other ethnic background			1		1	1			3
Not Known	1		4			4			9
Total	44	4	79	41	34	51	27	10	290

Fixed-Term Appointment Staff in Post as at 1st April 2006

Ethnic Group	No.
Asian - Bangladeshi	
Asian - Indian	
Asian - Pakistani	
Any other Asian background	
Black - African	
Black - Caribbean	
Any other Black background	
Chinese	2
Mixed Ethnic Background - Asian and White	1
Mixed Ethnic Background - Black African and White	
Mixed Ethnic Background - Black Caribbean and White	
Any other Mixed ethnic background	
White	5
Any other ethnic background	1
Not Known	1
Total	10

External Recruitment for the period 01/04/2006 to 31/03/2007

Applications received:

Male: 341

Female: 194

Ethnicity	Total
Asian	62
Black	40
Chinese	8
Mixed ethnic background	12
White	152
Any other ethnic background	3
Unknown	258
	535

Applications Sifted in:

Male: 86

Female: 66

Ethnicity	Total
Asian	14
Black	11
Chinese	2
Mixed ethnic background	4
White	89
Any other ethnic background	0
Unknown	32
Total	152

Appointed:

Male: 27

Female: 14

Ethnicity	Total
Asian	2
Black: Caribbean	3
Black: African	1
Chinese	0
Mixed Ethnic background	0
White	20
Any other ethnic background	1
Unknown	14
Total	41

Internal Recruitment for the period 01/04/2006 to 31/03/2007

Applications Received:

Male: 21

Female: 26

Ethnicity	Total
Asian: Bangladeshi	0
Asian: Indian	1
Asian: Pakistani	1
Asian: Any other Asian background	0
Black: African	1
Black: Caribbean	2
Black: Other	
Chinese	
Mixed ethnic background: Asian & White	
Mixed ethnic background: Black African & White	
Mixed ethnic background: Black Caribbean & White	
Mixed ethnic background: Any other Mixed ethnic background	1
White	32
Any other ethnic background	
Unknown	9
Total	47

Unsuccessful at interview:

Male: 20

Female: 24

Ethnicity	Total
Asian: Bangladeshi	
Asian: Indian	
Asian: Pakistani	1
Asian: Any other Asian background	
Black: African	
Black: Caribbean	
Black: Other	
Chinese	
Mixed ethnic background: Asian & White	

Internal Recruitment for the period 01/04/2006 to 31/03/2007

Mixed ethnic background: Black African & White	
Mixed ethnic background: Black Caribbean & White	
Mixed ethnic background: Any other Mixed ethnic background	
White	12
Any other ethnic background	
Unknown	31
Total	44

Appointed on Promotion:

Male: 7

Female: 11

Ethnicity	Total
Asian: Bangladeshi	
Asian: Indian	
Asian: Pakistani	1
Asian: Any other Asian background	
Black: African	1
Black: Caribbean	2
Black: Other	
Chinese	
Mixed ethnic background: Asian & White	
Mixed ethnic background: Black African & White	
Mixed ethnic background: Black Caribbean & White	
Mixed ethnic background: Any other Mixed ethnic background	1
White	13
Any other ethnic background	
Unknown	
Total	

Internal Promotions to the SCS for the period 01/04/2006 to 31/03/2007

Ethnic Group	No.
Asian - Bangladeshi	
Asian - Indian	
Asian - Pakistani	
Any other Asian background	
Black - African	
Black - Caribbean	
Any other Black background	
Chinese	
Mixed Ethnic Background - Asian and White	
Mixed Ethnic Background - Black African and White	
Mixed Ethnic Background - Black Caribbean and White	
Any other Mixed ethnic background	
White	
Any other ethnic background	
Not Known	
Total	0

Leaver Details for the period 01/04/2006 to 31/03/2007

Ethnic Group	No.
Asian - Bangladeshi	1
Asian - Indian	
Asian - Pakistani	
Any other Asian background	
Black - African	3
Black - Caribbean	2
Any other Black background	
Chinese	2
Mixed Ethnic Background - Asian and White	
Mixed Ethnic Background - Black African and White	
Mixed Ethnic Background - Black Caribbean and White	
Any other Mixed ethnic background	
White	24
Any other ethnic background	
Not Known	3
Total	35

Formal Grievances Recorded for the period 01/04/2006 to 31/03/2007

Ethnic Group	No.
Asian - Bangladeshi	
Asian - Indian	1
Asian - Pakistani	
Any other Asian background	
Black - African	
Black - Caribbean	2
Any other Black background	1
Chinese	
Mixed Ethnic Background - Asian and White	
Mixed Ethnic Background - Black African and White	
Mixed Ethnic Background - Black Caribbean and White	
Any other Mixed ethnic background	
White	5
Any other ethnic background	
Not Known	
Total	9

Formal Disciplinary Action Taken for the period 01/04/2006 to 31/03/2007

Ethnic Group	No.
Asian - Bangladeshi	
Asian - Indian	
Asian - Pakistani	
Any other Asian background	
Black - African	1
Black - Caribbean	1
Any other Black background	
Chinese	
Mixed Ethnic Background - Asian and White	
Mixed Ethnic Background - Black African and White	
Mixed Ethnic Background - Black Caribbean and White	
Any other Mixed ethnic background	
White	4
Any other ethnic background	
Not Known	
Total	6

Annual Appraisal Markings for the period 01/04/2006 to 31/03/2007

As appraisal markings do not form part of the Competency Framework, we have been unable to report on this area

Special Performance Awards for the period 01/04/2006 to 31/03/2007

Ethnic Group	No.
Asian - Bangladeshi	
Asian - Indian	
Asian - Pakistani	1
Any other Asian background	
Black - African	3
Black - Caribbean	4
Any other Black background	1
Chinese	
Mixed Ethnic Background - Asian and White	
Mixed Ethnic Background - Black African and White	
Mixed Ethnic Background - Black Caribbean and White	
Any other Mixed ethnic background	2
White	42
Any other ethnic background	2
Not Known	3
Total	58