



Excerpt from Workforce Equalities Report 2017/18

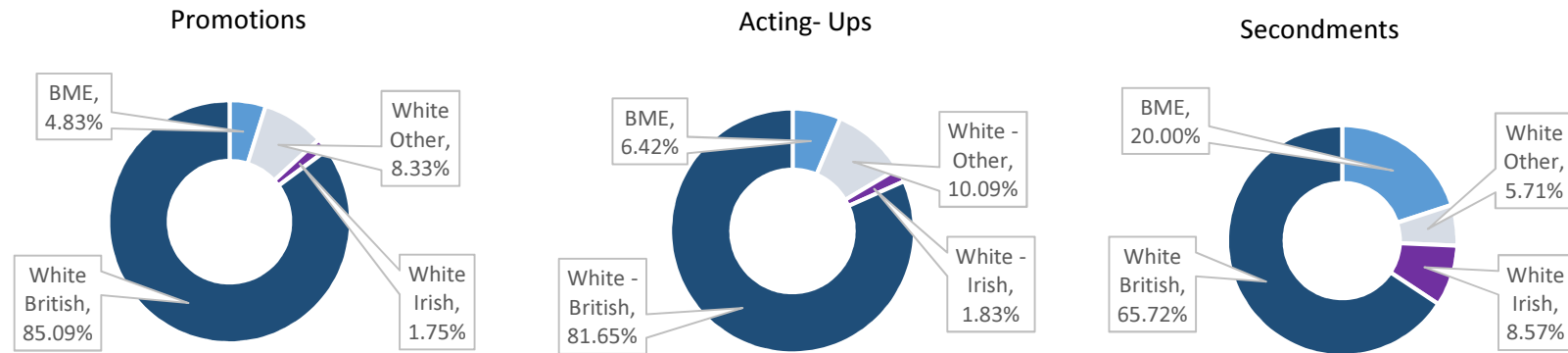
Ethnicity – New starters

Ethnicity	No. of new employees	Percentage of new starters
BME	78	9.91%
White Other	81	10.29%
White Irish	17	2.16%
White British	611	77.64%

- The council continues to slowly but steadily increase the ethnic diversity of its workforce, though employees identifying as BME remain under-represented (6.9%) when compared with the economically active population of the city (9.1%)
- Just under 15% of all applicants for non-schools vacancies were submitted by BME candidates. This figure is similar to 2016/17
- This year saw approximately a 1% increase in the proportion of White Other applicants and this group had a slightly higher degree of success in being shortlisted and securing job offers
- Nevertheless, both BME and White Other candidates continue to be less successful in gaining employment when compared with White British and White Irish applicants
- Recruitment data is shown in detail at Appendix 1.



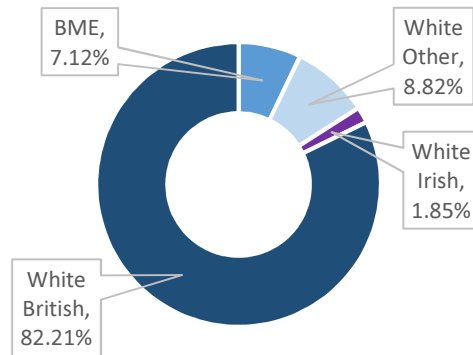
Ethnicity – Development opportunities



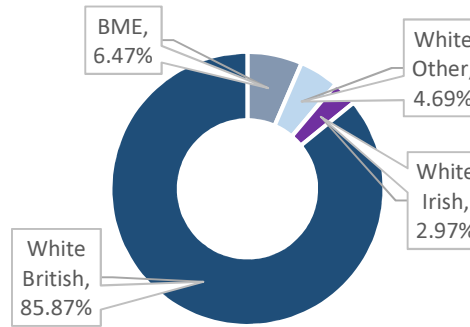
- Securing a promotion, the chance to act-up into a higher graded role on a temporary basis or to undertake a secondment in a different job provide learning and development opportunities for employees. By broadening their knowledge and experience and developing new skills in this way, these employees are likely to be better placed when seeking to advance their careers.
- As last year, BME employees were less likely to be promoted or secure an acting up opportunity compared with this group’s level of representation in the workforce (6.9%). However, they were much more successful in being offered a job on a secondment basis – the figure of 20.0% represents an increase of nearly 5.5% on 2016/17.
- White Other employees were most successful in being offered the chance to “act-up” into a higher-graded role. The figure of 10.09% is up 5.33% on last year. Of all acting up opportunities across the council, 31% were offered in Economy, Environment & Culture (EEC) where White Other employees make up 7.8% of the workforce compared with 4.79% BME employees

Ethnicity – distribution by grade

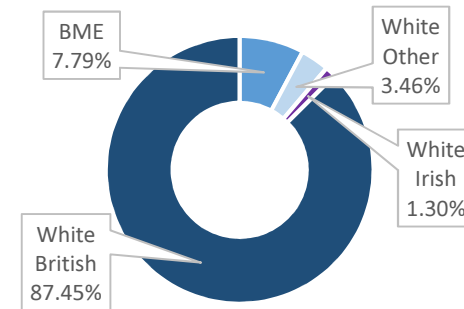
Scale 1-6
£16,213 - £24,964 per annum



Scale SO1/2 – M9
£25,951 - £41,025 per annum



Scale M8 and over
£41,967 + per annum



- 65.57% of all BME employees were employed in Scale 1-6 roles although this figure represents a slight fall of 0.84% on the previous year
- There has been a marginal increase in the level of representation of BME employees in posts within the middle grade band
- Nearly 70% of all employees from a White Other background occupied posts graded Scale 1-6
- This group's level of representation within this lower grade band increased by 0.58% over the last year

Appendix 1 – Recruitment data (Ethnicity)

Applicants for all non-schools vacancies						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	6422	100.00%	1917	29.85%	787	12.25%
BME	951	14.81%	232	24.40%	78	8.20%
White British	4519	70.37%	1420	31.42%	611	13.52%
White Irish	67	1.04%	34	50.75%	17	25.37%
White Other	885	13.78%	231	26.10%	81	9.15%
Applicants for all vacancies by Contract Type - Permanent						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4284	100.00%	1237	28.87%	484	11.30%
BME	620	14.47%	143	23.06%	43	6.94%
White British	3005	70.14%	914	30.42%	378	12.58%
White Irish	43	1.00%	23	53.49%	12	27.91%
White Other	616	14.38%	157	25.49%	51	8.28%
Applicants for all vacancies by Contract Type - Fixed Term/Temporary						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	1626	100.00%	511	31.43%	210	12.92%
BME	241	14.82%	59	24.48%	17	7.05%
White British	1173	72.14%	398	33.93%	173	14.75%
White Irish	16	0.98%	7	43.75%	3	18.75%
White Other	196	12.05%	47	23.98%	17	8.67%
Applicants for all vacancies by Contract Type - Casual						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	374	100.00%	114	30.48%	79	21.12%
BME	64	17.11%	19	29.69%	15	23.44%
White British	246	65.78%	72	29.27%	51	20.73%
White Irish	8	2.14%	4	50.00%	2	25.00%
White Other	56	14.97%	19	33.93%	11	19.64%

Recruitment data (Ethnicity) continued

Applicants for Apprenticeships						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	138	100.00%	55	39.86%	14	10.14%
BME	26	18.84%	11	42.31%	3	11.54%
White British	95	68.84%	36	37.89%	9	9.47%
White Irish	0	0.00%	0	0.00%	0	0.00%
White Other	17	12.32%	8	47.06%	2	11.76%
Applicants for vacancies - (Scale 1 - 6)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	4182	100.00%	1207	28.86%	480	11.48%
BME	608	14.54%	157	25.82%	55	9.05%
White British	2895	69.23%	859	29.67%	354	12.23%
White Irish	39	0.93%	22	0.00%	11	0.00%
White Other	640	15.30%	169	26.41%	60	9.38%
Applicants for vacancies - (Grade SO1/2 - M9)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	2102	100.00%	589	28.02%	280	13.32%
BME	324	15.41%	72	159.57%	23	7.10%
White British	1518	72.22%	517	0.79%	232	15.28%
White Irish	24	1.14%	12	250.00%	6	25.00%
White Other	236	11.23%	60	25.42%	19	8.05%
Applicants for vacancies - (Grade M8 and above)						
2017/18	Number Applicants	% All Applicants	Number Interviews	% All Interviews	Number Offers	% All Offers
Baseline indicator (all)	138	100.00%	49	35.51%	27	19.57%
BME	19	13.77%	3	15.79%	0	0.00%
White British	106	76.81%	44	41.51%	25	23.58%
White Irish	4	2.90%	0	0.00%	0	0.00%
White Other	9	6.52%	2	22.22%	2	22.22%