

Annex 3

Employment Data¹

Representation of diversity strands at different civil service grades² (as on 31 March 2007)

	Percentage of staff who are:		
	Ethnic minority	Disabled	Women
Senior Civil Service	3.4%	2.4%	35.3%
Grade 6/Band G	3.7%	3.9%	41.3%
Grade 7/Band F			43.6%
SEO/Band E			52.8%
HEO/Band D	5.6%	6.5%	60.4%
EO/Band C	9.2%		68.7%
AO/Band B	11.0%	4.7%	72.1%
AA/Band A	11.0%		64.1%
All	9.8%	5.4%	68.8%

Workforce breakdown by ethnic group (as on 31 March 2007)

Asian	Black	Chinese	Mixed	Other	White	Unclear	Total
5.2%	3.0%	0.1%	0.9%	0.7%	75.7%	14.4%	100%

Recruitment: New entrants by diversity strands (For period 1 April 2006 to 31 March 2007)

Ethnic minority	White	Disabled	Non-disabled	Women	Men
10.4%	89.6%	7.1%	92.9%	60.7%	39.3%

¹ All data is sourced from the internal HR information systems (automated and clerical)

² Note: Civil service grades cover a diverse range of roles in different posts and functions. Senior civil service grade roles are at deputy director, director or director general level, Grade 6/Band G and Grade 7/Band F jobs can be described as senior management roles, SEO/Band E, HEO/Band D and EO/Band C roles are managerial grades, and AO/Band B and AA/Band A grades are administrative roles.

Recruitment process at different stages by diversity strands (for period 1 April 2006 to 31 March 2007)

	Ethnic minority	White	Disabled	Non-disabled	Women	Men
Applications	19.9%	80.1%	12.6%	87.4%	58.6%	41.4%
Success at application	17.8%	82.2%	11.9%	88.1%	59.1%	40.9%
Success at testing stage	13.7%	86.3%	12.0%	88.0%	58.4%	41.6%
Success at final assessment stage	13.1%	86.9%	10.2%	89.8%	61.2%	38.8%

Exits: Proportion of staff leaving by diversity strands (for period 1 April 2006 to 31 March 2007)

Ethnic minority	White	Disabled	Non-disabled	Women	Men
8.6%	91.4%	5.5%	94.5%	65.4%	34.6%

Exits: Reasons for staff leaving by diversity strands (for period 1 April 2006 to 31 March 2007)

	Ethnic minority	White	Disabled	Non-disabled	Women	Men
Contract term – ill health	4.7%	95.3%	34.8%	65.2%	72.2%	27.8%
Death in service	8%	92%	14%	86%	54.8%	45.2%
Dismissal	12.4%	87.6%	5.8%	94.2%	56.2%	43.8%
Resignation	8.9%	91.1%	2.3%	97.7%	64.9%	35.1%
Discharged probation	11.8%	88.2%	0%	100%	40.9%	59.1%
Transfer out	12.4%	87.6%	4.5%	95.5%	63.5%	36.5%
Other	7.2%	92.8%	8.1%	91.9%	68.2%	31.8%
All	8.6%	91.4%	5.5%	94.5%	65.4%	34.6%

**Promotion: Percentage of staff in each group promoted
(for period 1 April 2006 to 31 March 2007)**

Ethnic minority	White	Disabled	Non-disabled	Women	Men
1.9%	1.3%	0.9%	1.4%	1.3%	1.5%

Performance and Development System: Proportion of staff receiving higher or top markings (top two markings) by under-represented group (for period 2006/2007)

Ethnic minority	White	Disabled	Non-disabled	Women	Men	Part-time	Full-time
48%	55%	46%	54%	55%	48%	48%	56%

Disciplinary process: percentage of staff in each group to be disciplined (for period 1 July 2006 to 31 March 2007)

Ethnic minority	White	Disabled	Non-disabled	Women	Men
1.4%	0.9%	0.9%	1.0%	0.7%	1.5%

Training (for period 1 July 2006 to 31 March 2007)

	Ethnic minority	White	Disabled	Non-disabled	Women	Men
Training applications made	9.9%	90.1%	5.3%	94.7%	70.9%	29.1%
Training received	9.9%	90.1%	5.3%	94.7%	70.8%	29.2%