

Appendix 4

Equal Opportunities Monitoring - Recruitment

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April 2002 - March 2003	Total	Male	%	Female	%	Disabled	%	EU	%	Asian	%	Afro Car	%	African	%	Chinese	%	Other	%	Unknown	%
Applications received	1225	597	49	628	51	30	2	1157	94	28	2	0	0	23	2	8	1	9	1	0	0
Applicants Shortlisted	347	155	45	192	55	3	0	336	97	3	1	0	0	6	2	2	1	0	0	0	0
Successful Candidates	95	41	43	54	57	0	0	91	96	0	0	0	0	3	3	1	1	0	0	0	0

April 2003 - March 2004	Total	Male	%	Female	%	Disabled	%	EU	%	Asian	%	Afro Car	%	African	%	Chinese	%	Other	%	Unknown	%
Applications received	1219	533	44	686	56	30	2.4	1166	96	17	1	1	0	6	0.5	3	0	26	2	0	0
Applicants Shortlisted	332	136	41	196	59	8	0.7	320	96	2	1	1	0	0	0	1	0	8	2	0	0
Successful Candidates	102	29	28	73	72	2	0.2	85	83	1	1	0	0	0	0	0	0	3	3	0	0

April 2004 - June 2004	Total	Male	%	Female	%	Disabled	%	EU	%	Asian	%	Afro Car	%	African	%	Chinese	%	Other	%	Unknown	%
Applications received	334	130	39	204	61	13	1.1	316	95	6	2	0	0	4	1	0	0	8	2	0	0
Applicants Shortlisted	99	35	35	64	65	6	0.5	94	95	1	1	0	0	1	1	0	0	3	3	0	0
Successful Candidates	24	10	42	14	58	2	0.2	24	100	0	0	0	0	0	0	0	0	0	0	0	0

July 2004 - Sept 2004	Total	Male	%	Female	%	Disabled	%	EU	%	Asian	%	Afro Car	%	African	%	Chinese	%	Other	%	Unknown	%
Applications received	576	303	53	273	47	22	1.8	537	93	15	3	2	0	5	1	2	0	15	3	0	0
Applicants Shortlisted	169	69	41	100	59	16	1.3	162	96	3	2	1	1	0	0	1	0	2	1	0	0
Successful Candidates	35	8	23	27	77	0	0.0	35	100	0	0	0	0	0	0	0	0	0	0	0	0

Oct 2004 - Dec 2004	Total	Male	%	Female	%	Disabled	%	EU	%	Asian	%	Afro Car	%	African	%	Chinese	%	Other	%	Unknown	%
Applications received	201	106	53	95	47	11	5.0	192	96	3	1	0	0	4	1	0	0	2	1	0	0
Applicants Shortlisted	77	32	42	45	58	4	5.0	69	90	3	4	0	0	4	4	0	0	1	1	0	0
Successful Candidates	28	8	29	20	71	0	0.0	27	96	1	4	0	0	0	0	0	0	0	1	0	0

April 04 - June 04
30 vacancies advertised
including 2 vacancies re-advertised

July 04 - Sept 04
2 appointments not known.
39 vacancies advertised
including 1 vacancy re-advertised

Oct 04 - Dec 04
34 Vacancies advertised (including Internal Customer Service Advisors)
including 2 Vacancies re-advertised
6 Appointments not made