

Public Sector Equality Duty Objective - Recruitment Equalities Monitoring 1st March 2019

Gender

(Please note that data is rounded up, hence some slight discrepancies can be observed.)

Even though the ratio of male/female applicants have stayed at similar levels throughout the three years monitored, the appointments are lately more favouring female candidates than during the academic year 2015/16.

Gender 2015/16	All applications percentage	Percentage of Shortlisted	Percentage of Appointed
FEMALE	73%	62%	56%
MALE	26%	34%	44%

Note the similar percentage of selected candidates (56% and 44%) in comparison to the applicants (73% and 26%).

Gender 2016/17	All applications Percentage	Percentage of Shortlisted	Percentage of Appointed
FEMALE	73%	74%	82%
MALE	27%	26%	18%

In 2016/17 the majority of both applicants and appointments were female. Even though around ¼ of applications were from male candidates, only a fifth of the appointed candidates are male.

Gender 2017/18	All applications Percentage	Percentage of Shortlisted	Percentage of Appointed
FEMALE	84%	77%	78%
MALE	15%	23%	23%

During 2017/18 the tendency to appoint more male applicants is again apparent, which provides for a more balanced workforce.

Disability

(The percentage of not stated applications have been omitted from the charts below, hence some slight discrepancies can be observed)

During 2017/18 James Brindley was again more successful in reaching out to applicants with disability. The 10% appointment rate is our best yet, however, it is still proposed consider applying for the disability confident symbol (that replaced the 'two ticks' symbol) from

<https://www.gov.uk/recruitment-disabled-people/encouraging-applications>

Disability 2015/16	All applications percentage	Percentage of Shortlisted	Percentage of Appointed
NO	91%	92%	94%
YES	5%	7%	6%

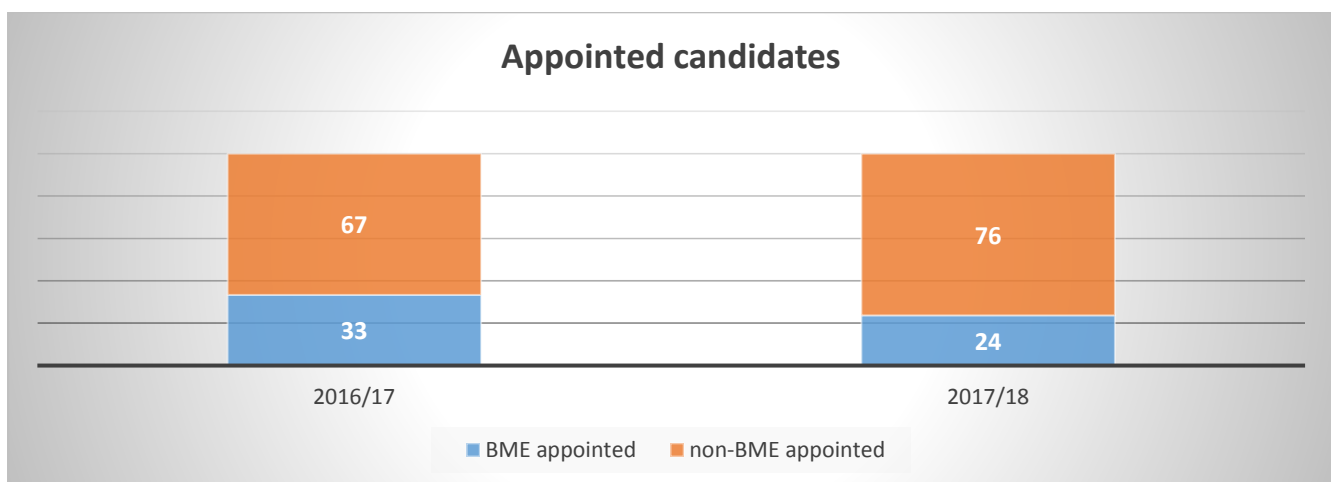
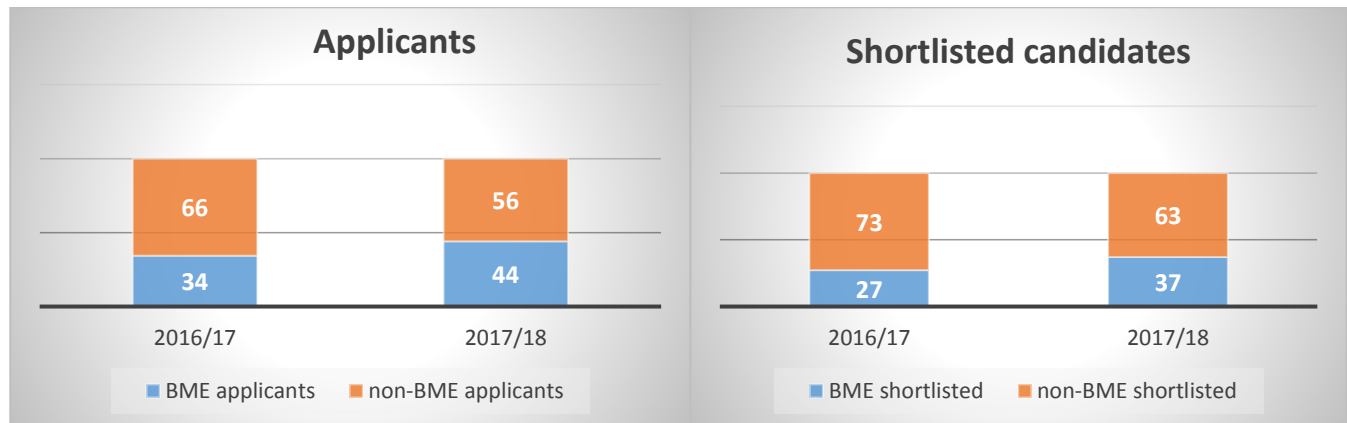
Disability 2016/17	All applications Percentage	Percentage of Shortlisted	Percentage of Appointed
NO	93%	91%	93%
YES	3%	2%	0%

Disability 2017/18	Gender	All applications Percentage	Percentage of Shortlisted
NO		93%	88%
YES		5%	10%

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Ethnicity – with focus on BME

Whereas in 2015/16 (charts available upon request), and in 2016/17 a strong positive trend is displayed when looking into shortlisted and appointed BME candidates, unfortunately in 2017/18 despite the high proportion of BME applicants (44%), the percentage of appointed ones is much lower. It is also low in comparison to previous years'. It is suggested that this area is closely monitored in the coming two terms in order to identify positive strategies should the trend continue.



Further (general) points to note:

Please note that the application forms are prepared for shortlisting so that personal data and monitoring information are not disclosed to the panel.

In summary:

It can be concluded that several positive practices are displayed when analysing recruitment equalities data about gender and disability.