

## Appendix 1

### Number of Jobs Advertised

Date	Number of Jobs Advertised
October to December 2008	12
January to March 2009	10
April to June 2009	11
July to September 2009	6

### Details of Job Applicants October 2008 to September 2009

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
October to December 2008	64	31	33	3 (2Female 1Male)	61	White British 52 White Irish 2 White Other 2 Asian Pakistani 6 Asian Bangladeshi 1 Black African 1
January to March 2009	111	68	43	11 (5Female 6Male)	100	White British 90 White Irish 4 Asian Pakistani 5 Asian Bangladeshi 2 Asian Indian 3 Asian British 2 Black African 1 Black British 1 Black Caribbean 1 Other 2
April to June 2009	354	229	125	13 (5Female 8Male)	341	White British 300 White Irish 10 Asian Pakistani 10 Asian Bangladeshi 3 Asian Indian 3 Asian British 2 Black African 5 Black Caribbean 1 Black Other 1 Chinese 6 Other 13
July to September 2009	90	88	2	0		White British 83 Other 7

**Details of Short-listed Applicants October 2008 to September 2009**

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
October to December 2008	40	16	24	2 (2Female)	38	White British 36 White Irish 2 Asian Pakistani 22
January to March 2009	33	20	13	5 (2Female 3Male)	28	White British 26 White Irish 1 Asian Pakistani 1 Asian Indian 1 Asian British 1 Asian Other 1 Black British 1 Other 1
April to June 2009	56	32	24	4 (3Female 1Male)	52	White British 53 Asian Pakistani 1 Asian Bangladeshi 1 Asian Indian 1
July to September 2009	43	41	2	0	43	White British 41 Other 2

**Details of Successful Applicants October 2008 to September 2009**

Date	Total Applicants	Sex		Disability		Ethnic Origin
		Male	Female	Yes	No	
October to December 2008	10	4	6	0	10	White British 10
January to March 2009	8	2	6	5 (2Female 3Male)	3	White British 7 Asian Other 1
April to June 2009	10	8	2	0	10	White British 9 Asian British 1
July to September 2009	8	7	1	0	8	White British 8

**Employment Exit Interviews October 2008 to September 2009**

Sex	Disability		Ethnic Origin	Age Range					
	No	Yes		Under 20 yrs	20-29 yrs	30-39 yrs	40-49 yrs	50-59 yrs	Over 59 yrs
<b>MALE</b>	9	1	10 White British		4			3	3
<b>FEMALE</b>	8		7 White British 1 Pakistani		1	4	1	2	

Date	Total Employees	Warning				Sex		Disability		Ethnic Origin
		Oral	First Written	Final Written	Dismissal	Male	Female	Yes	No	
October 2008 to March 2009	1	0	0	1	0	1	0	0	1	White British 1
April 2009 to September 2009	1	0	1	0	0	1	0	0	1	White British 1

**Disciplinary Related Warning Monitoring October 2008 to September 2009**

**Grievance Monitoring October 2008 to September 2009**

October 2008 – March 2009 None

April 2009 – September 2009 None

Date	Total Employees	Warning				Sex		Disability		Ethnic Origin
		Oral	First Written	Final Written	Dismissal	Male	Female	Yes	No	
October 2008 to March 2009	5	0	5	0	0	1	4	0	5	White British 5
April 2009 to September 2009	7	6	1	0	0	4	3	0	7	White British 7

**Short Term Sickness Related Warning Monitoring October 2008 to September 2009**

**Long Term Sickness Related Warning Monitoring October 2008 to September 2009**

Date	Total Employees	Warning				Sex		Disability		Ethnic Origin
		Oral	First Written	Final Written	Dismissal	Male	Female	Yes	No	
October 2008 to March 2009	0	0	0	0	0	0	0	0	0	
April 2009 to September 2009	2	0	1	1	0	0	2	0	2	White British 2