

## Monitoring Data Required Under Race Relations (Amendment) Act 2000.

Data at April 2006

Staff in post

<b>Staff in Post as at 01/04/2006 – SCS*</b>			
White	BME	Not Known	Total
98	3	16	117
83.8%	2.6%	13.7%	100%

<b>Staff in Post as at 01/04/2006 – below SCS*</b>			
White	BME	Not Known	Total
719	166	110	995
72.3	16.7	11.0	100%

**\* Senior Civil Service**

Applications for employment

<b>Applications for Employment</b>			
White	BME	Not Known**	Total
64	62	1501	1627
3.9%	3.8%	92.3%	100%

\* \*Action has been taken to address the low response rate we were getting through a paper-based system. The process has been modified in the last three months so that, as soon as we receive an application we respond with an email acknowledging the application and asking for completion of an electronic diversity form. Response rate in the last two months appears to be running at over 90% now. As we move further into electronic HR we expect the data to be increasingly robust with increasingly high response rates.

Applications for promotion

<b>Applications for Promotion</b>			
White	BME	Not Known	Total
203	65	26	294
69.0%	22.1%	8.9%	100%

## Leavers

Leavers	BME	White	Data Not Known	Staff Total
Resignation	10	65	22	97
End of Temp Contract	24	90	24	138
Redundancy	1	5	1	7
Permanent Transfer Other Government Departments	10	40	6	56
Retirement	1	15	2	18
Total Leavers	46	215	55	316
Total as a % of all Leavers	14.6%	68.0%	17.4%	100.0%

**Applications for Training:**

<b>Applications for Training</b>			
White	BME	Not Known	Total
1831	719	341	2891
63.3%	24.9%	11.8%	100%

**Those that receive Training:**

<b>Those that receive Training</b>			
White	BME	Not Known	Total
1254	494	221	1969
63.7%	25.1%	11.2%	100%

**ANALYSIS OF Performance Assessment Procedures 2006 APPRAISAL ROUND**

**Ethnicity**

		Top 25%	Next 65-70%		Next 5-10%
			With Bonus	Without Bonus	
	Number	Percentage			
White	661	26	17	52	5
Ethnic minority	157	14	18	62	5
Data not available	86	27	12	57	5

## **Data on employees involved in Grievance and Disciplinary Procedures**

Please note that this data is collected on a calendar, rather than financial, year basis. The figures below therefore relate to **2005**. Also, the numbers involved are very small and therefore the data has been provided in percentage rather than absolute terms.

### Those that are involved in grievance procedures

The ethnicity breakdown of employees raising grievances in 2005 was as follows:

- white 60%
- ethnic minority 20%
- not known 20%

Please note that these figures relate to grievance raisers only. They do not take account of the ethnicity of respondents to grievances where these were made against named individuals.

### Those that are subject to disciplinary procedures

The ethnicity breakdown of employees subject to disciplinary procedures in 2005 was as follows:

- white 80%
- ethnic minority 20%

Please note that these figures include all disciplinary procedures i.e. they include those where charges were not upheld or where procedures were not completed (e.g. because the employee resigned). Figures for those cases where charges were proven and a penalty awarded are as follows:

- white 50%
- ethnic minority 50%