

Appendix 1: Employment Monitoring Data

Applications for Employment

Total staff				
Year/Duty system	Wholetime	Retained	Control	Support
2012/13	0	123	0	45
2013/14	0	63	0	87
2014/15	0	95	10	200
2015/16	0	135	24	381

Gender								
Year/Duty system	Male				Female			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2012/13	0	108	0	32	0	15	0	13
2013/14	0	55	0	54	0	8	0	32
2014/15	0	82	7	127	0	13	3	71
2015/16	0	122	11	219	0	13	13	158

Ethnicity																				
Year/Duty System	White British				White Irish				White Other				BME				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2012/13	0	107	0	37	0	0	0	0	0	9	0	3	0	6	0	5	0	1	0	0
2013/14	0	59	0	72	0	0	0	0	0	4	0	1	0	0	0	8	0	0	0	6
2014/15	0	77	10	170	0	0	0	0	0	5	0	5	0	0	0	15	0	13	0	8
2015/16	0	114	22	295	0	2	0	0	0	8	0	4	0	7	0	51	0	4	2	31

Disability												
Year/Duty system	Disabled				Not Disabled				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2012/13	0	3	0	3	0	120	0	41	0	0	0	1
2013/14	0	1	0	6	0	62	0	80	0	0	0	1
2014/15	0	2	1	12	0	79	9	181	0	14	0	7
2015/16	0	8	3	19	0	123	21	357	0	4	0	5

Age																												
Year/Duty system	17-24				25-35				36-45				46-55				56-65				66+				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2012/13	0	59	0	4	0	41	0	11	0	20	0	11	0	3	0	11	0	0	0	8	0	0	0	0	0	0	0	0
2013/14	0	23	0	16	0	23	0	32	0	12	0	15	0	5	0	15	0	0	0	7	0	0	0	1	0	0	0	1
2014/15	0	35	7	28	0	31	1	80	0	12	1	32	0	10	1	41	0	1	0	15	0	0	0	1	0	6	0	3
2015/16	0	41	8	70	0	55	10	140	0	27	4	81	0	8	2	62	0	2	0	18	0	0	0	6	0	2	0	4

Sexual Orientation				
Year/Duty system	Bisexual	Gay/Lesbian	Heterosexual	Not Stated
2012/13	1	0	156	11
2013/14	1	1	141	7
2014/15	3	8	257	22
2015/16	5	14	499	22

Religion or Belief									
Year/Duty system	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Not stated
2012/13	87	1	0	0	6	1	1	65	6
2013/14	87	0	0	1	0	0	8	47	7
2014/15	140	4	5	0	5	1	5	96	49
2015/16	217	6	2	0	20	3	6	211	75

Staff in Post

Total staff				
Year/Duty system	Wholetime	Retained	Control	Support
2014/15	287	380	23	103
2015/16	265	386	22	93

Gender								
Year/Duty system	Male				Female			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	271	355	7	52	16	25	16	51
2015/16	249	360	7	45	16	26	15	48

Ethnicity																								
Year/Duty System	White British				White Irish				White Other				White European				Indian				Pakistani			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	276	364	23	95	0	0	0	1	6	8	0	0	0	1	0	0	0	1	0	0	0	0	0	0
2015/16	255	358	22	78	0	0	0	1	6	9	0	0	0	1	0	1	0	1	0	0	0	1	0	0

Ethnicity																								
Year/Duty System	Black Caribbean				White and Black Caribbean				Black African				Other Mixed				White Asian				Not disclosed			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	1	0	0	2	0	4	0	0	0	1	0	0	1	0	0	0	0	0	0	2	3	1	0	3
2015/16	0	0	0	1	0	4	0	0	0	1	0	0	1	1	0	0	0	1	0	1	3	9	0	11

Disability												
Year/Duty system	Disabled				Not Disabled				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	6	4	1	6	281	376	22	97	0	0	0	0
2015/16	5	5	1	3	260	381	21	90	0	0	0	0

Age																												
Year/Duty system	17-24				25-35				36-45				46-55				56-65				66+				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	0	22	1	2	50	136	4	20	123	104	6	26	112	87	9	35	2	29	3	19	0	2	0	1	0	0	0	0
2015/16	0	18	1	3	24	139	4	20	127	118	3	22	111	78	8	31	3	31	6	16	0	2	0	1	0	0	0	0

Sexual Orientation																				
Year/Duty System	Bisexual				Gay				Lesbian				Heterosexual				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	2	1	0	0	0	3	0	0	0	0	1	0	100	198	14	47	185	178	8	56
2015/16	1	1	0	0	0	3	1	0	0	0	1	0	94	214	12	39	170	168	8	54

Region and Belief																												
Year/Duty system	Christian				Buddhist				Hindu				Jewish				Muslim				Sikh				Other			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	63	127	10	26	0	1	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	1	0	0	5	6	0	1
2015/16	60	133	9	22	0	2	0	1	0	0	0	0	0	1	0	0	0	2	0	1	0	1	0	0	5	6	0	1

Region and Belief (continued)								
Year/Duty system	No Religion				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	43	73	5	17	176	171	8	57
2015/16	39	80	5	14	161	161	8	55

Applications for Promotion

Total staff				
Year/Duty system	Wholetime	Retained	Control	Support
2014/15	26	6	7	6
2015/16	38	9	0	0

Gender								
Year/Duty system	Male				Female			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	25	5	1	4	1	1	6	2
2015/16	38	7	0	0	0	2	0	0

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Disability												
Year/Duty system	Disabled				Not Disabled				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	2	0	0	0	9	3	0	0	15	3	7	1
2015/16	6	0	0	0	32	9	0	0	.	.	.	.

Age																												
Year/Duty system	17-24				25-35				36-45				46-55				56-65				66+				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
	2014/15	1	0	0	1	7	1	3	1	15	4	2	1	3	0	2	2	0	1	0	0	0	0	0	0	0	0	0
2015/16	0	0	0	0	10	2	0	0	19	3	0	0	8	4	0	0	1	0	0	0	0	0	0	0	-	-	-	-

Sexual Orientation				
Year/Duty system	Bisexual	Gay/Lesbian	Heterosexual	Not stated
2014/15	0	1	29	15
2015/16	0	0	43	4

Religion or Belief									
Year/Duty system	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None	Not stated
2014/15	22	0	0	0	0	0	0	2	21
2015/16	29	0	0	0	0	0	0	16	2

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Leaving the Service

Total staff				
Year/Duty system	Wholetime	Retained	Control	Support
2014/15	11	48	3	23
2015/16	22	47	3	28

Gender								
Year/Duty system	Male				Female			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	11	47	2	9	0	1	1	13
2015/16	21	44	1	17	1	3	2	11

Ethnicity																								
Year/Duty System	White British				White Irish				White Other				White European				Indian				Pakistani			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	11	47	3	20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
2015/16	21	43	3	26	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Ethnicity (Continued)																								
Year/Duty System	Black Caribbean				White and Black Caribbean				Black African				Other Mixed				White Asian				Not disclosed			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2
2015/16	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	3	0	0

Disability												
Year/Duty system	Disabled				Not Disabled				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	0	0	0	0	11	48	3	23	0	0	0	0
2015/16	2	0	1	4	20	47	2	24	0	0	0	0

Age																												
Year/Duty system	17-24				25-35				36-45				46-55				56-65				66+				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	0	2	1	0	0	22	0	7	1	11	1	5	7	6	0	3	3	6	0	6	0	1	1	1	0	0	0	1
2015/16	0	5	0	1	3	12	0	7	9	11	1	7	10	13	2	7	0	6	0	6	0	0	0	0	0	0	0	0

Sexual Orientation																				
Year/Duty System	Bisexual				Gay				Lesbian				Heterosexual				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	5	25	2	11	6	23	1	12
2015/16	1	0	0	0	0	0	0	0	0	0	0	0	7	21	3	16	14	26	0	12

Region and Belief																												
Year/Duty system	Christian				Buddhist				Hindu				Jewish				Muslim				Sikh				Other			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	2	9	0	7	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2015/16	2	15	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1

Region and Belief (continued)								
Year/Duty system	No Religion				Not Stated			
	Wholetime	Retained	Control	Support	Wholetime	Retained	Control	Support
2014/15	2	14	2	3	7	25	1	12
2015/16	4	7	1	6	15	24	0	14

Reasons for Leaving

Total Staff						
Year/Duty system						
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	3	1	6	62	1	12
2015/16	1	3	9	58	15	14

Gender												
Year/Duty system	Male						Female					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	3	1	3	51	1	10	0	0	3	11	0	1
2015/16	1	2	8	47	14	11	0	1	1	11	1	3

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Ethnicity (continued)																								
Year/Duty system	Pakistani						Black Caribbean						White & Black Caribbean						Black African					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2015/16	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Ethnicity (continued)																								
Year/Duty system	White Other						Other Mixed						White Asian						Not disclosed					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
2015/16	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0	1

Disability																		
Year/Duty system	Disabled						Non Disabled						Not disclosed					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	0	0	0	0	0	3	1	6	62	1	12	0	0	0	0	0	0
2015/16	0	1	1	4	1	0	1	2	8	54	14	14	0	0	0	0	0	0

Age																								
Year/Duty system	17-24						25-35						36-45						46-55					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	1	0	2	0	0	0	0	0	29	0	0	2	0	2	14	0	0	0	0	0	9	1	0
2015/16	0	0	0	5	0	1	0	0	2	17	0	3	0	1	5	19	0	3	0	2	2	13	9	6

Age (continued)																		
Year/Duty system	56-65						66+						Not Stated					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	0	4	7	0	4	0	0	0	1	0	2	0	0	0	0	0	1
2015/16	1	0	0	4	6	1	0	0	0	0	0	0	0	0	0	0	0	0

Sexual Orientation																									
Year/Duty system	Bisexual						Gay						Lesbian						Heterosexual						
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	36	1	3	
2015/16	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	4	29	5	6	

Sexual Orientation (Continued)						
Year/Duty system	Not Stated					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	1	0	6	26	0	9
2015/16	0	1	5	28	10	8

Religion and Belief																								
Year/Duty system	Christian						Buddhist						Hindu						Jewish					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	0	0	16	0	2	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
2015/16	0	1	0	19	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Religion and Belief (Continued)																								
Year/Duty system	Muslim						Sikh						Other						No Religion					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	16	1	0
2015/16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	1	2	11	1	3

Religion and Belief (Continued)						
Year/Duty system	Not Stated					
	Dismissal	End of Contract	Redundancy	Resignation	Retirement	Other
2014/15	1	0	5	29	0	10
2015/16	1	1	6	26	10	9

Formal Casework

Total Staff			
Year/Duty system			
	Disciplinary	Grievance	Bullying & Harassment
2014/15	10	1	2
2015/16	7	6	0

Gender						
Year/Duty system	Male			Female		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	9	1	1	1	0	1
2015/16	5	4	0	2	2	0

[illegible]

Ethnicity (continued)															
Year/Duty system	White and Black Caribbean			Black African			Other Mixed			White Asian			Not Disclosed		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2015/16	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0

Disability									
Year/Duty system	Not disabled			Disabled			Not Stated		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	10	1	0	0	0	1	0	0	1
2015/16	7	3	0	0	3	0	0	0	0

Age																					
Year/Duty system	17-24			25-35			36-45			46-55			56-65			66+			Not Stated		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	0	0	0	1	0	0	6	0	1	3	1	1	0	0	0	0	0	0	0	0	0
2015/16	0	0	0	2	0	0	1	2	0	2	3	0	2	1	0	0	0	0	0	0	0

Sexual Orientation															
Year/Duty system	Bisexual			Gay			Lesbian			Heterosexual			Not Stated		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	0	0	0	0	0	0	0	0	0	5	0	0	5	1	2
2015/16	0	1	0	0	0	0	0	0	0	4	1	0	3	4	0

Religion																					
Year/Duty system	Christian			Buddhist			Hindu			Jewish			Muslim			Sikh			Other		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2015/16	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0

Religion (continued)						
Year/Duty system	No Religion			Not Stated		
	Disciplinary	Grievance	Bullying & Harassment	Disciplinary	Grievance	Bullying & Harassment
2014/15	3	0	0	5	1	2
2015/16	1	1	0	4	4	0