

STAFFING POLICY COMMITTEE
September 2009

Annual Equality and Diversity Report 2008/09**Purpose of report**

1. To provide workforce and recruitment information for the year relating to 2008/09.
2. To identify the actions that Wiltshire Council has and is taking to meet the statutory requirements and our employment commitments under the Race, Disability and Gender Equality Schemes.

Background information

3. The information in this report includes both data relating to the year 2008/09 which represents data for Wiltshire Council, and data as at 1 April 2009, i.e. Wiltshire Council statistics both for comparison and as a bench mark for data for next year's annual report.

Workforce and recruitment information**Staff in post**

4. This information is attached in **Appendix 1** and in summary: This is a straight forward headcount of staff. For Staff in post - 1, information has been taken from the old payroll system as at 31 March 2009 identifying Wiltshire Council data, these figures show totals both including and excluding schools. The Staff in post - 2, data, is from the new SAP system post 1 April 2009, identifying Wiltshire Council information in order to be able compare statistics with next year's report.

- The breakdown between the % of part time and full time staff remains virtually unchanged from last year
- 4.1 Ethnicity
- The number of staff stating they are from a black and minority ethnic (BME) background has increased from 115 to 137, an increase of .14% and an increase of white other staff from 133 to 174, an increase of .27%.
- There has been an improvement in the total of unknown staff from 30.11% down to 27.91%.
- 4.2 Disability
- The number of staff who consider themselves to have a disability has increased from 106 to 124.
- 4.3 Gender
- 85% of employees are female; this figure has remained the same since 2003.
- 4.4 Age
- The % of under 25 years of age employees remains low at just over 3.6%, although this has risen slightly over the last two years from just under 2.9% in 2006/07.

Leavers

5. Information on leavers, including schools, is collected from the payroll system as at 31 March 2009. These figures include only voluntary leavers, not dismissals, which includes end of temporary contracts. See **Appendix 2**

- There were 2,017 leavers in the year to 3¹ March 2009 where the ethnicity was unknown for 867 employees equating to 43%. 21 (1%) were BME staff and 27 (just over 1%) were White Irish/White Other.
- The disability status was known for 1,035 leavers of whom 10 (0.5%) considered themselves disabled compared with 6 (0.3%) from the last report.
- There were 1720 (85.3%) female leavers compared with 297 (14.7%) male leavers. The number of leavers fell slightly for both genders during this period.
- The number of leavers in the under 25 age group has decreased from 28.2%, in last year's report, to 20.1% of the total number of under 25s, over the last year. However, they remain the age group with by far the highest turnover.

Remuneration

6. The table in **Appendix 2**, which includes schools staff, indicates that there is very little change to the figures from the last report. The highest proportion of females remains within the lowest salary band and the lowest in the top salary band, although our data shows that out of 1890 employees paid at Grade M or above i.e. £33,328 pa, 1154 (61%) are female.

Applicants for employment

7. The information relating to applicants for employment is attached as **Appendix 3**. This information is taken from the Tribal e-recruitment system, but excludes school data as they do not use e-recruitment and monitor their own data, to which we do not have access.

In summary:

- Nearly 89% of all applicants were White British; this remains the same as for the previous year. The only significant difference in applications received is an increase of nearly 5% from males.
- Previously shortlisted data was provided manually and was very time consuming to collect. We are shortly going to be able to access this information via the e-recruitment system so have not undertaken the manual process. Unfortunately Tribal have not been able to upgrade our system in time for this report.

Staff involved in formal discipline or grievance hearings

8. The monitoring of staff involved in discipline and grievance cases is recorded in a 'Case Tracker' on an electronic data recording system within corporate HR and includes both schools and non schools cases.

41 members of staff raised a formal grievance, of these:

- 28 were White British, 1 was Asian or Asian British, 1 was White Other and 11 were of unknown ethnicity
- 6 considered themselves as disabled, 19 were not disabled and 16 were of unknown disability status
- 32 were female and 9 were male
- 87 members of staff were subject to formal disciplinary action, of whom:
 - 46 were White British and 2 were Black or Black British, 2 were White Other and 37 were of unknown ethnicity
 - 35 were not disabled, 1 considered themselves to be disabled and 51 were of unknown disability status
 - 55 were female and 32 were male.

Councillors diversity monitoring

For the first time, data has been collected on councillors as at June 2009, following the recent elections. The summary is detailed in **Appendix 2**. It shows that 93% of members are White British, 65% are over the age of 55, 75% are male and 14% consider themselves to have a disability.

Promotion of equality and diversity

Action and initiatives taken:

10. We have statutory race, disability and gender equality duties that require us to:

- eliminate unlawful discrimination
- eliminate harassment because of one's disability, or gender
- promote equality of opportunity
- take steps to take account of disabled people's disabilities, even where that involves treating disabled people more favourably than others
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- involve disabled people in decision-making
- promote good relations between people of different racial groups.

Although the initiatives identified for the purposes of this report are specifically employment related our equality duties also include service provision where much has been done to progress the equality and diversity agenda. The actions in this report were taken prior to the formation of Wiltshire Council.

- 10.1 We have strengthened the staff forums for disabled staff and BME staff and their involvement with driving the council's equalities agenda forward.
- 10.2 We have developed a dignity at work policy which replaces the previous bullying and harassment policies with more emphasis on achieving positive outcomes, whilst still maintaining the ability to address inappropriate behaviour and discrimination in the workplace.
- 10.3 The 'Disability Confident' campaign has continued to promote disability in employment to raise awareness of assistance and support given when declaring a disability and to remind managers of their responsibilities.
- 10.4 'A Manager's Guide to making Reasonable Adjustments' is now available to all managers and disabled staff, and routinely given to managers of new disabled staff.
- 10.5 Wiltshire County Council was re-awarded the use of the 'Disability Symbol' (the Double Tick Symbol) from JobCentrePlus in September 2008, and the application from Wiltshire Council to become an approved disability symbol user has just been awarded as from August 2009.
- 10.6 We have talked to all senior management teams on disability in employment.
- 10.7 We have developed panels for undertaking equality impact assessments of our policies and have included community representatives.
- 10.8 We were asked, and gave, a presentation at the national 'Valued in Public' conference in Leicester on learning disability highlighting our own achievements.
- 10.9 We continue to develop our monitoring and analysis to understand equality and diversity issues and trends further in order to formulate further actions.

10.10 We have just piloted the 'Managing Diversity Level 3 Certificate' with 40 managers, 30 of whom have successfully completed the course.

10.11 We have recently designed a new online induction program for equality and diversity which aims to catch employees at the start of their employment and encourage them to incorporate a consideration for equality issues in their work ethics. This in turn will help to assist in the re-invention of the culture and opinions historically associated with equality and diversity issues. This e-learning is divided up into five main modules covering the 'Essentials', 'Our Community', 'Equality in Action', 'Equality and Dignity in Mind', and 'Working with Diverse Customers'. These modules will be hosted live on the online management system and will run alongside the core 'Welcome Module' for Wiltshire Council. It is hoped that it will be launched this summer.

Issues and actions to be addressed

11. Since the last annual report there has been a change in approach to measuring local government performance. Previously in place was the 'Local Government Equality Standard', the County Council, along with three of the four district councils, had been assessed as reaching Level Two. Replacing this is the new 'Equality Framework for Local Government'. The benefits are identified as helping authorities comply with their legal duties, as well as meeting the needs of local government performance assessment. The new framework contains only three levels of performance compared to the five levels previously; these are 'Developing, Achieving and Excellent' and are measured against five areas which build upon the old standards. These are 'Knowing your Communities, Place Shaping, Community Engagement and Satisfaction, Responsive Services and Customer Care and a Modern and Diverse Workforce'

12. A preliminary assessment against the Modern and Diverse Workforce criteria has indicated that we are 'achieving' with some areas of 'developing' as in improving upon. More work is due to be undertaken within this area.

13. Single Equalities Bill – The Equalities Bill was published in the 27 April 2009 Act for Great Britain, bringing disability, gender, race, age, religion or belief, sexual orientation and gender reassignment within one piece of legislation. It is likely to include prohibiting direct discrimination and harassment based on association in relation to employment and other areas such as goods and services. It is also likely to make public bodies more transparent by further monitoring to ensure progress is being made and to extend existing positive action measures to allow employers to make their organisation more representative and reflective of the people to whom they provide services.

14. We do undertake some positive action, for example a guaranteed interview scheme for disabled candidates meeting the minimum job criteria and offering working interviews, but we recognise the need to be more pro-active in our positive action initiatives. This is currently being reviewed in connection with the 'People Strategy'.

15. At present we have published separate equality schemes for race, disability and gender, but in anticipation of the Equalities Bill, and in order to provide a more consistent approach to equality and diversity with less duplication, we are currently working to produce a single equality scheme to cover all areas of diversity. This will also include a corporate action plan of actions as initiated through each departmental management team.

Equalities impact of the proposal

16. The recommendation seeks to continue to support and develop policy and good practice towards ensuring that all existing staff and applicants do not face barriers or discrimination whilst at work. We currently have three equality schemes, as statutorily required and an additional comprehensive equality scheme. Either the introduction of the Equalities Act or internal good practice will address the issue of replacing the equality schemes with one single scheme to include all diversity strands in order to both meet statutory obligations and to further promote diversity in the workplace.

Risk assessment

17. N/A

Financial implications

18. At present it is anticipated that the development of further training and positive action initiatives will be met within existing budget allocations

Legal implications

19. We have statutory duties with which we have to comply under the following legislation:

- Race Relations Act 1976 and subsequent Amendment Acts 2000, 2003
- Disability Discrimination Acts 1995 and 2005 and subsequent Amendment Act 2003
- Equal Pay Act 1970 and Sex Discrimination Acts 1975 and 2003, Employment Equality (Sex Discrimination) Regulations 2005 and Equality Act 2006
- Employment Equality (Age) Regulations 2006
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003

Conclusions

20. In general our statistics show no significant change from last year, although there are slight increases in the numbers of BME staff and disabled staff. Comparison with figures representing the Wiltshire geographical area suggest that our BME figures compare adequately although we are substantially below with regards to the number of disabled staff that we employ ie. less than 1% compared with 13.8% within the Wiltshire geographical area.

21. Another significant area where the statistics show underrepresentation is regarding the recruitment and retention of the under 25 years of age group with just over 4% of the workforce, although this has been the case for the last few years.

22. Whilst we are still going through the appointments process following the One Council merger, current recruitment and selection procedures are still restricted as we try to protect existing staff. This limits opportunities for recruiting new staff in the short term, however we should continue to support and develop policy and good practice towards ensuring that existing staff and applicants do not face barriers or discrimination whilst at work.

23. We also need to review policy and procedure in the light of the new Wiltshire Council and build in positive action initiatives within our People Strategy for future recruitment and selection initiatives to encourage applications from all areas of the community and ensure that individuals needs are respected.

Recommendations

24. That the committee note the contents of this report.

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The following unpublished documents have been relied on in the preparation of this report:
None

Staff in post**Staff in post 1** – A headcount of staff in post as at 31 March 2009 (WCC)

| Numbers | Headcount | FTE | PT | % | FT | % |
|------------------------------|--------------|-------------|-------------|---------------|-------------|---------------|
| Non-schools | 3899 | 2975 | 1953 | 50.09% | 1946 | 49.91% |
| Schools | 9761 | 5451 | 6989 | 71.60% | 2772 | 28.40% |
| WCC Total | 13660 | 8426 | 8942 | 65.46% | 4718 | 34.54% |
| <i>WCC Total 2007/08</i> | <i>13343</i> | <i>8158</i> | <i>8711</i> | <i>65.29%</i> | <i>4632</i> | <i>34.71%</i> |

Staff in post 2 – A headcount of staff in post as at 1 April 2009 (Wiltshire Council)

| Numbers | Headcount | FTE | PT | % | FT | % |
|-----------------|--------------|--------------|-------------|---------------|-------------|---------------|
| Non-schools | 5747 | 4668 | 2515 | 43.76% | 3232 | 56.24% |
| Schools | 9761 | 5451 | 6989 | 71.60% | 2772 | 28.40% |
| WC Total | 15508 | 10119 | 9504 | 61.28% | 6004 | 38.72% |

By ethnicity 1 – As at 31 March 2009 (WCC)

| Ethnicity | BME | % | White British | % | White other | % | Total known | % | Total unknown | % | Total |
|------------------------------|------------|--------------|---------------|---------------|-------------|--------------|-------------|---------------|---------------|---------------|--------------|
| Non schools | 62 | 1.59% | 3392 | 87.00% | 68 | 1.74% | 3522 | 90.33% | 377 | 9.67% | 3899 |
| schools | 75 | 0.77% | 6144 | 62.94% | 106 | 1.09% | 6325 | 64.80% | 3436 | 35.20% | 9761 |
| WCC Total | 137 | 1.00% | 9536 | 69.81% | 174 | 1.27% | 9847 | 72.09% | 3813 | 27.91% | 13660 |
| <i>WCC Total 2007/08</i> | <i>115</i> | <i>0.86%</i> | <i>9078</i> | <i>68.1%</i> | <i>133</i> | <i>1.0%</i> | <i>9326</i> | <i>69.89%</i> | <i>4017</i> | <i>30.11%</i> | <i>13343</i> |

By ethnicity 2 – As at 1 April 2009 (Wiltshire Council)

| Ethnicity | BME | % | White British | % | White other | % | Total known | % | Total unknown | % | Total |
|------------------|------------|--------------|---------------|---------------|-------------|--------------|--------------|---------------|---------------|---------------|--------------|
| Non schools | 77 | 1.34% | 4051 | 70.49% | 188 | 3.27% | 4316 | 75.10% | 1431 | 24.90% | 5747 |
| Schools | 75 | 0.77% | 6144 | 62.94% | 106 | 1.09% | 6325 | 64.80% | 3436 | 35.20% | 9761 |
| WC Total | 152 | 0.98% | 10195 | 65.74% | 294 | 1.90% | 10641 | 68.62% | 4867 | 31.38% | 15508 |

By disability 1 – As at 31st March 2009 (WCC)

| Disability | Disabled | % | Not disabled | % | Total known | % | Total unknown | % | Total |
|--------------------------|------------|--------------|--------------|---------------|-------------|---------------|---------------|---------------|--------------|
| Non-schools | 86 | 2.58% | 3251 | 97.42% | 3337 | 85.59% | 562 | 14.41% | 3899 |
| Schools | 38 | 0.69% | 5466 | 99.31% | 5504 | 56.39% | 4257 | 43.61% | 9761 |
| WCC Total | 124 | 0.91% | 8717 | 63.81% | 8841 | 64.72% | 4819 | 35.28% | 13660 |
| <i>WCC Total 2007/08</i> | 106 | 0.79% | 8284 | 62.08% | 8389 | 62.87% | 4954 | 37.13% | 13343 |

By disability 2 – As at 30th June 2009 (WC) (Data was not transferred to SAP until this date)

| Disability | Disabled | % | Not disabled | % | Total known | % | Total unknown | % | Total |
|-------------------|------------|--------------|--------------|---------------|-------------|---------------|---------------|---------------|--------------|
| Non-schools | 108 | 2.48% | 4254 | 97.52% | 4362 | 75.49% | 1416 | 24.51% | 5778 |
| Schools | 38 | 0.69% | 5466 | 99.31% | 5504 | 56.39% | 4257 | 43.61% | 9761 |
| WC Total | 146 | 0.94% | 9720 | 62.55% | 9866 | 63.49% | 5673 | 36.51% | 15539 |

By gender 1 – As at 31st March 2009 (WCC)

| Gender | Female | % | Male | % | Total |
|--------------------------|--------------|---------------|-------------|---------------|--------------|
| Non-schools | 3097 | 79.43% | 802 | 20.57% | 3899 |
| Schools | 8522 | 87.31% | 1239 | 12.69% | 9761 |
| WCC Total | 11619 | 85.06% | 2041 | 14.94% | 13660 |
| <i>WCC Total 2007/08</i> | 11357 | 85.12% | 1986 | 14.88% | 13343 |

By gender 2 – As at 1st April 2009 (WC)

| Gender | Female | % | Male | % | Total |
|-----------------|--------------|---------------|-------------|---------------|--------------|
| Non Schools | 4055 | 70.56% | 1692 | 29.44% | 5747 |
| Schools | 8522 | 87.31% | 1239 | 12.69% | 9761 |
| WC Total | 12577 | 81.10% | 2931 | 18.90% | 15508 |

By age 1 – As at 31st March 2009 (WCC)

| Age | under 25 | % | 25-34 | % | 35-44 | % | 45-54 | % | 55-64 | % | 65+ | % | Total |
|--------------------------|------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|--------------|--------------|
| Non schools | 201 | 5.16% | 613 | 15.72% | 941 | 24.13% | 1212 | 31.08% | 870 | 22.31% | 62 | 1.59% | 3899 |
| Schools | 295 | 3.02% | 1554 | 15.92% | 3269 | 33.49% | 3037 | 31.11% | 1472 | 15.08% | 134 | 1.37% | 9761 |
| WCC Total | 496 | 3.63% | 2167 | 15.86% | 4210 | 30.82% | 4249 | 31.11% | 2342 | 17.14% | 196 | 1.43% | 13660 |
| <i>WCC Total 2007/08</i> | 458 | 3.43% | 2157 | 16.17% | 4206 | 31.52% | 4138 | 31.01% | 2209 | 16.56% | 174 | 1.30% | 13343 |

By age 2 – As at 1st April 2009 (WC)

| Age | under 25 | % | 25-34 | % | 35-44 | % | 45-54 | % | 55-64 | % | 65+ | % | Total |
|-----------------|------------|--------------|-------------|---------------|-------------|---------------|-------------|---------------|-------------|---------------|------------|--------------|--------------|
| Non schools | 371 | 6.46% | 961 | 16.72% | 1409 | 24.52% | 1716 | 29.86% | 1184 | 20.60% | 106 | 1.84% | 5747 |
| Schools | 295 | 3.02% | 1554 | 15.92% | 3269 | 33.49% | 3037 | 31.11% | 1472 | 15.08% | 134 | 1.37% | 9761 |
| WC Total | 666 | 4.29% | 2515 | 16.22% | 4678 | 30.17% | 4753 | 30.65% | 2656 | 17.13% | 240 | 1.55% | 15508 |

Leavers and remuneration

Appendix 2

By ethnicity

| | White British | % | BME | % | White other | % | Unknown | % | Total leavers |
|---------|---------------|------|-----|-----|-------------|-----|---------|------|---------------|
| 2008/09 | 1102 | 54.6 | 21 | 1.0 | 27 | 1.3 | 867 | 43.0 | 2017 |
| 2007/08 | 1141 | 56.0 | 21 | 1.0 | 27 | 1.3 | 849 | 41.7 | 2038 |

By disability

| | Not disabled | % | Disabled | % | Unknown | % | Total leavers |
|---------|--------------|------|----------|-----|---------|------|---------------|
| 2008/09 | 1025 | 50.8 | 10 | 0.5 | 982 | 48.7 | 2017 |
| 2007/08 | 990 | 48.6 | 6 | 0.3 | 1042 | 51.1 | 2038 |

By gender

| | Female | % | Male | % | Unknown | % | Total leavers |
|---------|--------|------|------|------|---------|-----|---------------|
| 2008/09 | 1720 | 85.3 | 297 | 14.7 | 0 | 0.0 | 2017 |
| 2007/08 | 1731 | 84.9 | 307 | 15.1 | 0 | 0.0 | 2038 |

By age

| 2008 - 2009 | Under 25 | 25-35 | 45-65 | 65+ | all |
|-----------------|----------|-------|-------|------|-------|
| Leavers | 103 | 586 | 272 | 11 | 972 |
| No. in age band | 512 | 6365 | 6563 | 193 | 13633 |
| % of band | 20.1% | 9.2% | 4.1% | 5.7% | 7.1% |

| 2007 -2008 | Under 25 | 25-45 | 45-65 | 65+ | all |
|-----------------|----------|-------|-------|-------|-------|
| Leavers | 129 | 746 | 542 | 20 | 1437 |
| No. in age band | 458 | 6363 | 6347 | 174 | 13342 |
| % of band | 28.2% | 11.7% | 8.5% | 11.5% | 10.8% |

By remuneration 1 – As at 31 March 2009 (WCC)

| Remuneration | Numbers within band | Gender | | | | Ethnicity | | | | Disability | |
|-------------------|---------------------|-------------|-------------|-------------|-------------|-------------|------------|-------------------|------------|-------------|-------------|
| | | % Female | | % Male | | % BME | | % White Irish/ WO | | % Disabled | |
| FTE Salary Band £ | | 2009 | 2008 | 2009 | 2008 | 2009 | 2008 | 2009 | 2008 | 2009 | 2008 |
| £0-13,000 | 494 | 93.93 | 95.2 | 6.1 | 4.8 | 1.42 | 1.0 | 4.45 | 1.1 | 1.2 | 1.1 |
| £13-20,000 | 6996 | 91.7 | 91.6 | 8.3 | 8.4 | 1.0 | 1.2 | 1.0 | 1.2 | 0.9 | 1.2 |
| £20-30,000 | 2568 | 80.6 | 79.1 | 19.4 | 20.9 | 1.0 | 1.7 | 1.3 | 1.4 | 0.8 | 1.4 |
| £30-40,000 | 2893 | 77.8 | 75.6 | 22.2 | 24.4 | 0.8 | 1.0 | 1.4 | 1.3 | 0.9 | 1.3 |
| £40,000+ | 681 | 58 | 58.1 | 42.0 | 41.0 | 0.4 | 0.8 | 1.5 | 0.8 | 0.9 | 0.8 |
| Total | 13632 | 85.1 | 85.1 | 14.9 | 14.9 | 0.96 | 1.2 | 1.3 | 1.2 | 0.91 | 1.26 |

By remuneration 2 – As at 1 April 2009 (WC)

| Remuneration | Numbers within band | Gender | | Ethnicity | | Disability |
|--------------|---------------------|--------------|-------------|-------------|----------------------------|-------------|
| | | % Female | % Male | % BME | % White Irish/ White Other | % Disabled |
| £0-13,000 | 671 | 84.65 | 15.35 | 1.79 | 3.73 | 2.1 |
| £13-20,000 | 7932 | 86.55 | 13.45 | 1.05 | 1.58 | 1.9 |
| £20-30,000 | 3024 | 78.01 | 21.99 | 0.99 | 2.31 | 1.6 |
| £30-40,000 | 3124 | 75.64 | 24.36 | 0.74 | 1.73 | 2.1 |
| £40,000+ | 757 | 55.75 | 44.25 | 0.53 | 2.64 | 2.2 |
| Total | 15508 | 81.10 | 18.9 | 0.98 | 1.9 | 1.87 |

Members diversity monitoring

Ethnicity -

| White British (inc. 4 members identified as English) | White Irish/White Other | BME | Not known |
|--|-------------------------|-----|-----------|
| 84 93% | 2 2% | 0 | 4 5% |

Gender-

| Male | % | Female | % | Not known | % |
|------|-----|--------|-----|-----------|----|
| 67 | 75% | 21 | 23% | 2 | 2% |

Disability -

| Not Disabled | % | Considered Disabled | % | Not known | % |
|--------------|-----|---------------------|-----|-----------|----|
| 74 | 83% | 13 | 14% | 3 | 3% |

Age -

| Under 25 | 26 - 35 | 36 - 45 | 46 - 55 | 56 - 65 | Over 65 | Not known |
|----------|---------|---------|----------|----------|----------|-----------|
| 0 0% | 1 1% | 7 7% | 21 23.5% | 36 40.5% | 22 24.5% | 3 3.5% |

Appendix 3

Applicants for employment

Applicants for employment – This information is for the period 2008/09 and has been taken from the Tribal e-recruitment system but excludes school data as they do not use e-recruitment and monitor their own data to which we do not have access.

By ethnicity

| | White British | % | BME | % | White Other | % | Unknown | % | Total Applicants |
|--------------------|---------------|------|-----|-----|-------------|-----|---------|-----|------------------|
| 2008/09 | 6119 | 88.3 | 679 | 9.8 | 87 | 1.3 | 41 | 0.6 | 6926 |
| 2007/08 | 5483 | 88.5 | 608 | 9.8 | 72 | 1.2 | 32 | 0.5 | 6195 |
| Shortlisted | | | | | | | | | |
| Shortlisted 07/08 | 997 | 91.6 | 44 | 4.0 | 47 | 4.4 | 0 | 0 | 1088 |

By disability

| | Not Disabled | % | Disabled | % | Unknown | % | Total Applicants |
|--------------------|--------------|------|----------|-----|---------|-----|------------------|
| 2008/09 | 6382 | 92.1 | 245 | 3.5 | 299 | 4.3 | 6926 |
| 2007/08 | 5856 | 94.5 | 233 | 3.8 | 107 | 1.7 | 6195 |
| Shortlisted | | | | | | | |
| Shortlisted 07/08 | 1005 | 92.4 | 83 | 7.6 | 0 | 0 | 1088 |

By gender

| | Female | % | Male | % | Unknown | % | Total Applicants |
|--------------------|--------|------|------|------|---------|-----|------------------|
| 2008/09 | 4930 | 71.2 | 1951 | 28.2 | 45 | 0.6 | 6926 |
| 2007/08 | 4729 | 76.3 | 1457 | 23.5 | 9 | 0.2 | 6195 |
| Shortlisted | | | | | | | |
| Shortlisted 07/08 | 858 | 79 | 230 | 21 | 0 | 0 | 1088 |

By age

| | under 25 | % | 25-45 | % | Over 45 | % | Unknown | % | Total Applicants |
|--------------------|----------|----|-------|----|---------|----|---------|---|------------------|
| 2008/09 | 1610 | 23 | 3188 | 46 | 1968 | 28 | 160 | 2 | 6926 |
| 2007/08 | 1417 | 23 | 2978 | 48 | 1558 | 25 | 242 | 4 | 6195 |
| Shortlisted | | | | | | | | | |
| Shortlisted 08/07 | 183 | 17 | 619 | 57 | 287 | 26 | 0 | 0 | 1088 |