

Permament Staff in Post as at 1st April 2005

Ethnic Group	AO	PS	EO	HEO	SEO	G7	G6	SCS	Total
Asian - Bangladeshi	1				1				2
Asian - Indian	2		3	2	1	1	1		10
Asian - Pakistani	1								1
Any other Asian background	1		1						2
Black - African	1		2		1	1			5
Black - Caribbean	4	1	3	1	1	2			12
Any other Black background			1	1					2
Chinese	1		1				1		3
Mixed Ethnic Background - Asian and White	1		1						2
Mixed Ethnic Background - Black African and White	1		2	1					4
Mixed Ethnic Background - Black Caribbean and White									0
Any other Mixed ethnic background			1			1			2
White	19	3	39	28	22	31	20	9	171
Any other ethnic background	1				1		1		3
Not Known	13	1	19	5	4	6	4	1	53
Total	46	5	73	38	31	42	27	10	272

RES Statistics: Fixed-Term Appointment Staff in Post as at 01/04/2005

Ethnic Group	No.
Asian - Bangladeshi	0
Asian - Indian	0
Asian - Pakistani	0
Any other Asian background	0
Black - African	0
Black - Caribbean	0
Any other Black background	0
Chinese	1
Mixed Ethnic Background - Asian and White	0
Mixed Ethnic Background - Black African and White	0
Mixed Ethnic Background - Black Caribbean and White	0
Any other Mixed ethnic background	0
White	7
Any other ethnic background	0
Not Known	17
Total	25

**RES Statistics: External Recruitment for the period 01/04/2005 to
31/03/2006**

Applications received:

Male: 326
Female: 305

Ethnicity	Total
Asian	91
Black	59
Chinese	9
Mixed ethnic background	16
White	256
Any other ethnic background	5
Unknown	195
	631

Applications Sifted in:

Male: 249
Female: 220

Ethnicity	Total
Asian	79
Black	46
Chinese	7
Mixed ethnic background	5
White	206
Any other ethnic background	4
Unknown	122
Total	469

Appointed:

Male: 33
Female: 29

Ethnicity	Total
Asian	4
Black: Caribbean	3
Black: African	2
Chinese	1
Mixed Ethnic background	2
White	30
Any other ethnic background	0
Unknown	20
Total	62

**RES Statistics: Internal Recruitment for the period 01/04/2005 to
31/03/2006**

Applications Received: 36
Male: 19
Female: 17

Ethnicity	Total
Asian: Bangladeshi	1
Asian: Indian	1
Asian: Pakistani	0
Asian: Any other Asian background	1
Black: African	2
Black: Caribbean	3
Black: Other	0
Chinese	0
Mixed ethnic background: Asian & White	0
Mixed ethnic background: Black African & White	0
Mixed ethnic background: Black Caribbean & White	0
Mixed ethnic background: Any other Mixed ethnic background	0
White	20
Any other ethnic background	1
Unknown	7
Total	36

Unsuccessful at interview: 11
Male: 6
Female: 5

Ethnicity	Total
Asian: Bangladeshi	0
Asian: Indian	0
Asian: Pakistani	0
Asian: Any other Asian background	1
Black: African	0
Black: Caribbean	0
Black: Other	0
Chinese	0
Mixed ethnic background: Asian & White	0

**RES Statistics: Internal Recruitment for the period 01/04/2005 to
31/03/2006**

Mixed ethnic background: Black African & White	0
Mixed ethnic background: Black Caribbean & White	0
Mixed ethnic background: Any other Mixed ethnic background	0
White	8
Any other ethnic background	0
Unknown	2
Total	11

Appointed on Promotion: 12
Male: 6
Female: 6

Ethnicity	Total
Asian: Bangladeshi	0
Asian: Indian	1
Asian: Pakistani	0
Asian: Any other Asian background	0
Black: African	1
Black: Caribbean	2
Black: Other	0
Chinese	0
Mixed ethnic background: Asian & White	0
Mixed ethnic background: Black African & White	0
Mixed ethnic background: Black Caribbean & White	0
Mixed ethnic background: Any other Mixed ethnic background	0
White	5
Any other ethnic background	1
Unknown	2
Total	12

RES Statistics: Internal Promotions to the SCS for the period 01/04/2005 to 31/03/2006

Ethnic Group	No.
Asian - Bangladeshi	0
Asian - Indian	0
Asian - Pakistani	0
Any other Asian background	0
Black - African	0
Black - Caribbean	0
Any other Black background	0
Chinese	0
Mixed Ethnic Background - Asian and White	0
Mixed Ethnic Background - Black African and White	0
Mixed Ethnic Background - Black Caribbean and White	0
Any other Mixed ethnic background	0
White	2
Any other ethnic background	0
Not Known	0
Total	2

RES Statistics: Leaver Details for the period 01/04/2005 to 31/03/2006

Ethnic Group	No.
Asian - Bangladeshi	0
Asian - Indian	1
Asian - Pakistani	1
Any other Asian background	1
Black - African	1
Black - Caribbean	3
Any other Black background	1
Chinese	0
Mixed Ethnic Background - Asian and White	0
Mixed Ethnic Background - Black African and White	0
Mixed Ethnic Background - Black Caribbean and White	0
Any other Mixed ethnic background	1
White	31
Any other ethnic background	1
Total	41

RES Statistics: Formal Grievances Recorded for the period 01/04/2005 to 31/03/2006

Ethnic Group	No.
Asian - Bangladeshi	0
Asian - Indian	1
Asian - Pakistani	0
Any other Asian background	0
Black - African	0
Black - Caribbean	1
Any other Black background	0
Chinese	0
Mixed Ethnic Background - Asian and White	0
Mixed Ethnic Background - Black African and White	0
Mixed Ethnic Background - Black Caribbean and White	0
Any other Mixed ethnic background	0
White	1
Any other ethnic background	0
Not Known	1
Total	4

RES Statistics: Formal Disciplinary Action Taken for the period 01/04/2005 to 31/03/2006

Ethnic Group	No.
Asian - Bangladeshi	1
Asian - Indian	0
Asian - Pakistani	0
Any other Asian background	0
Black - African	0
Black - Caribbean	0
Any other Black background	0
Chinese	0
Mixed Ethnic Background - Asian and White	0
Mixed Ethnic Background - Black African and White	0
Mixed Ethnic Background - Black Caribbean and White	0
Any other Mixed ethnic background	0
White	2
Any other ethnic background	0
Not Known	1
Total	4

RES Statistics: Training Courses for the period 01/04/2005 to 31/03/2006

Ethnic Group	Outlook	Access	Excel	Word	Powerpoint
Asian - Bangladeshi	2	1			
Asian - Indian		4	1	1	
Asian - Pakistani		1			
Any other Asian background			2		
Black - African					
Black - Caribbean		3	6	4	1
Any other Black background			1	1	
Chinese	1	1	5	1	1
Mixed Ethnic Background - Asian and White					
Mixed Ethnic Background - Black African and White					
Mixed Ethnic Background - Black Caribbean and White					
Any other Mixed ethnic background			1	3	2
White	12	13	51	33	10
Any other ethnic background		2	3	1	1
Not Known	5	18	40	22	5
Total	20	43	110	66	20

RES Statistics: Training Courses for the period 01/04/2005 to 31/03/2006

Diversity	Customer Service	Manual Handling	Feedback Skills	Financial Awareness
			1	
3			3	
2				
	1			
2	2	1		2
			1	
	1			
1				
12	13	18	8	9
2	1	1		1
4		4	1	18
26	18	24	14	30

RES Statistics: Training Courses for the period 01/04/2005 to 31/03/2006

Management Development Programme	Recruitment & Selection Interviewing Skills	New Accounting Standards	Appraisal
	1	1	
			1
1		1	1
1	1		
9	6	16	24
	1	1	
7	2	1	1
18	11	20	27

RES Statistics: Training Courses for the period 01/04/2005 to 31/03/2006

Introduction to Financial Services	Total
	6
	12
	2
	4
	4
1	24
1	4
	10
	0
	0
	0
1	8
8	242
	14
18	146
29	476

RES Statistics: Annual Appraisal Markings for the period 01/04/2005 to 31/03/2006

As appraisal markings do not form part of the Competency Framework, we have been unable to report on this area

RES Statistics: Special Performance Awards for the period 01/04/2005 to 31/03/2006

Ethnic Group	Instant Bonus (£25)	Special Bonus (£100 - £1000)
Asian - Bangladeshi	1	0
Asian - Indian	4	0
Asian - Pakistani	0	0
Any other Asian background	2	0
Black - African	0	0
Black - Caribbean	5	0
Any other Black background	1	1
Chinese	1	0
Mixed Ethnic Background - Asian and White	2	0
Mixed Ethnic Background - Black African and White	0	0
Mixed Ethnic Background - Black Caribbean and White	0	0
Any other Mixed ethnic background	2	1
White	49	14
Any other ethnic background	1	0
Not Known	1	1
Total	69	17