

Harlow College Recruitment Diversity Report – 2012/13

During 2012/13, HR Services reviewed the recruitment and selection process with BME staff to address the low numbers of BME applicants to posts in the previous year. This year, the percentage gap has improved slightly with a 1% gap compared to 2% last year. This suggests that BME applications are not being treated any differently to applications from white groups.

Following discussions, it was concluded that processes were fair and transparent. The targeting of advertising for posts in BME publications had not been successful and there were no obvious changes that the group felt would improve the situation. Instead, the group advocated more focus on the benefits of working for Harlow College from a family friendly point of view.

The following report contains a breakdown of the statistics collected for 2012/13 by applicant, shortlist and appointment.

Annex 2: Harlow College Recruitment Diversity Report - 2012/13

This report includes internal applications

ETHNICITY	Applicants		Shortlisted		Appointments	
Asian or Asian British:						
Bangladeshi	1	0.17%		0.00%		0.00%
Chinese	2	0.34%		0.00%		0.00%
Indian	16	2.71%	5	2.75%	1	1.61%
Pakistani	11	1.86%	4	2.20%	2	3.23%
Sri Lankan	1	0.17%		0.00%		0.00%
Other	6	1.02%	1	0.55%	1	1.61%
Black or Black British:						
African	21	3.56%	5	2.75%	2	3.23%
Caribbean	7	1.19%	2	1.10%	1	1.61%
Other	3	0.51%		0.00%		0.00%
Dual Heritage:				0.00%		0.00%
White & Black African		0.00%		0.00%		0.00%
White & Asian	2	0.34%	2	1.10%		0.00%
White & Black Caribbean	6	1.02%	3	1.65%	2	3.23%
Other	8	1.36%	3	1.65%	1	1.61%
White:						
British	437	74.07%	145	79.67%	50	80.65%
European	14	2.37%	3	1.65%		0.00%
Other	8	1.36%	1	0.55%		0.00%
Not disclosed	47	7.97%	8	4.40%	2	3.23%
Total	590	100.00%	182	100.00%	62	100.00%

Nationality	Applicants		Shortlisted		Appointments	
British	538	91.19%	173	95.05%	60	96.77%
Irish	3	0.51%	1	0.55%		0.00%
Scottish	2	0.34%	1	0.55%	1	1.61%
American	2	0.34%		0.00%		0.00%
Greek	2	0.34%	1	0.55%		0.00%
Indian	5	0.85%		0.00%		0.00%
Italian	1	0.17%		0.00%		0.00%
Lithuanian	1	0.17%		0.00%		0.00%
Maltase	1	0.17%		0.00%		0.00%
Nigerian	1	0.17%		0.00%		0.00%
Polish	6	1.02%		0.00%		0.00%
Slovakian	1	0.17%		0.00%		0.00%
South African	5	0.85%	3	1.65%		0.00%
Spanish	1	0.17%		0.00%		0.00%
Swedish	1	0.17%		0.00%		0.00%
Zimbabwe	1	0.17%		0.00%		0.00%
Other	13	2.20%	3	1.65%	1	1.61%
Not disclosed	6	1.02%		0.00%		0.00%
Total	590	100.00%	182	100.00%	62	100.00%

Faith / Religion	Applicants		Shortlisted		Appointments	
Agnosticism	1					
Buddhist	2	0.34%	2	1.10%	2	3.23%
Catholic	2					
Christian	196	33.22%	68	37.36%	17	27.42%
Hindu	4	0.68%	1	0.55%	1	1.61%
Jewish		0.00%		0.00%		0.00%
Muslim	15	2.54%	4	2.20%	2	3.23%
Sikh	1	0.17%		0.00%		0.00%
Other	18	3.05%	3	1.65%	2	3.23%
None	147	24.92%	39	21.43%	20	32.26%
Not disclosed	204	34.58%	65	35.71%	18	29.03%
Total	590	36.95%	182	100.00%	62	100.00%

AGE	Applicants		Shortlisted		Appointments	
<25	247	41.86%	77	42.31%	27	43.55%
25 - 29	44	7.46%	16	8.79%	8	12.90%
30 - 34	35	5.93%	17	9.34%	6	9.68%
35 - 39	20	3.39%	15	8.24%	2	3.23%
40 - 44	26	4.41%	12	6.59%	6	9.68%
45 - 49	20	3.39%	19	10.44%	7	11.29%
50 - 54	6	1.02%	6	3.30%	2	3.23%
55 - 59	3	0.51%	2	1.10%	2	3.23%

60 - 64	3	0.51%	3	1.65%	2	3.23%
65+	0	0.00%	0	0.00%	0	0.00%
Not disclosed	186	31.53%	15	8.24%	0	0.00%
Total	590	100.00%	182	100.00%	62	100.00%

SEXUAL ORIENTATION	Applicants		Shortlisted		Appointments	
Bisexual	3	0.51%		0.00%		0.00%
Heterosexual	476	80.68%	157	86.26%	52	83.87%
Lesbian / Gay Man	11	1.86%	7	3.85%	6	9.68%
Transgender		0.00%		0.00%		0.00%
Not disclosed	100	16.95%	18	9.89%	4	6.45%
Total	590	100.00%	182	100.00%	62	100.00%

DISABILITY	Applicants		Shortlisted		Appointments	
Yes	49	8.31%	26	14.29%	5	8.06%
No	516	87.46%	154	84.62%	57	91.94%
Not disclosed	25	4.24%	2	1.10%		0.00%
Total	590	100.00%	182	100.00%	62	100.00%

GENDER	Applicants		Shortlisted		Appointments	
Male	185	31.36%	79	43.41%	31	50.00%
Female	383	64.92%	101	55.49%	31	50.00%
Total	568	96.27%	180	98.90%	62	100.00%