

Quarterly Recruitment Monitoring Report for the period 1st July 2008 to 30th September 2008

Table 1 illustrates the ranking order of the percentage of short-listed applicants against the percentage of applications received.

Table 1

Ranking Order	Trust %	Birmingham and Solihull Population %	Applications Received %	Shortlisted %	Ethnicity
1	54.13	69.9	43.1%	50.3%	White – British
2	6.46	0.55	14.1%	15.5%	Black or Black British – African
3	8.98	4.19	12.0%	10.9%	Black or Black British – Caribbean
4	5.49	5.05	7.1%	7.2%	Asian or Asian British – Indian
5	2.24	8.92	7.8%	2.5%	Asian or Asian British – Pakistani
6	2.14	1.45	4.3%	2.3%	White – any other white background
7	0.33	1.45	1.5%	2.3%	Mixed – White & Black Caribbean
8	0.97	0.05	0.8%	1.6%	Black or Black British – Any other black background
9	4.27	3.03	1.5%	1.5%	White – Irish
10	1.53	0.89	1.3%	1.4%	Asian or Asian British – any other Asian background
11	1.20	0.57	1.5%	1.0%	Other Ethnic Group – any other ethnic group
12	0.33	0.14	0.9%	0.8%	Mixed – White & Black African
13	0.38	1.78	0.5%	0.5%	Asian or Asian British – Bangladeshi
14	0.25	0.42	1.1%	0.3%	Mixed – any other mixed background
15	0.36	0.59	0.4%	0.1%	Mixed – White & Asian
16	1.20	0.49	0.6%	0.1%	Other Ethnic Group – Chinese

Key observations:

✚ As in previous reports the highest percentage of applicants short-listed are from the White- British group.

- ✚ Compared to April to June figures the ranking order of the top 6 has stayed stable but there has been changes to the middle group with fluctuation in percentages shortlisted.

AGE PROFILE

In relation to the age profile the following table gives a breakdown of age ranges within the Trust. Of the 8014 applications received in this quarter the applicants were from the following age groups

Table 2

Age Range	Applications	Short listed Applicants	Appointed Applicants
Under 20	121	11	0
20 -24	2061	86	1
25-29	1912	159	4
30-34	1189	169	8
35-39	856	131	9
40-44	778	143	4
45-49	604	85	4
50-54	318	50	2
55-59	129	21	1
60-64	36	5	0
65-69	0	0	0
70+	0	0	0

- The highest number of applications received is from the 20 – 24 age group followed by the 25-29 age groups. As in the previous quarters there still remains a low percentage of appointed applicants from the under 20 age group.

RELIGIOUS BELIEF

Table 3

Religious Belief	Applications	Short-listed	Appointed
Atheism	627	65	3
Buddhism	46	10	0
Christianity	4190	513	20
Hinduism	370	20	1
Islam	856	46	1
Jainism	10	0	0
Judaism	9	1	0
Sikhism	494	35	1
Other	697	88	2
Undisclosed	715	85	6

- In relation to the applications received and short-listed, the highest proportion of applicants appear to be Christian. Atheism and Islam are the most common faiths represented after Christianity.
- 715 applicants choose not to disclose their religious belief therefore it is not possible to give an accurate account of the religious belief of applicants.

SEXUAL ORIENTATION

- As in the previous quarter a high percentage of applicants choose not to disclose their sexual orientation, therefore it is difficult to highlight any trends. From the information provided it would appear that there are still a low percentage of Lesbian, Gay and Bisexual appointments within the Trust.

Table 4

	Applications	Short-listed	Appointed
Lesbian	25	6	0
Gay	49	9	0

Bisexual	86	5	0
Heterosexual	7038	742	28
Undisclosed	816	101	6

GENDER

Of the applications received these figures remain comparable to the BSMHFT gender profile

Table 5

Trust Female	Trust Male	Female Applications Received	Female %	Male Applications Received	Male %
68.5%	31.5%	5722	71.4%	2274	28.6%

DISABILITY

Table 6

Disability	Applications	Short-listed	Appointed
Yes	319	36	0
No	7615	817	34
Undisclosed	80	10	0

From the 8014 applications received this quarter, 80 applicants choose not to disclose if they had a disability.