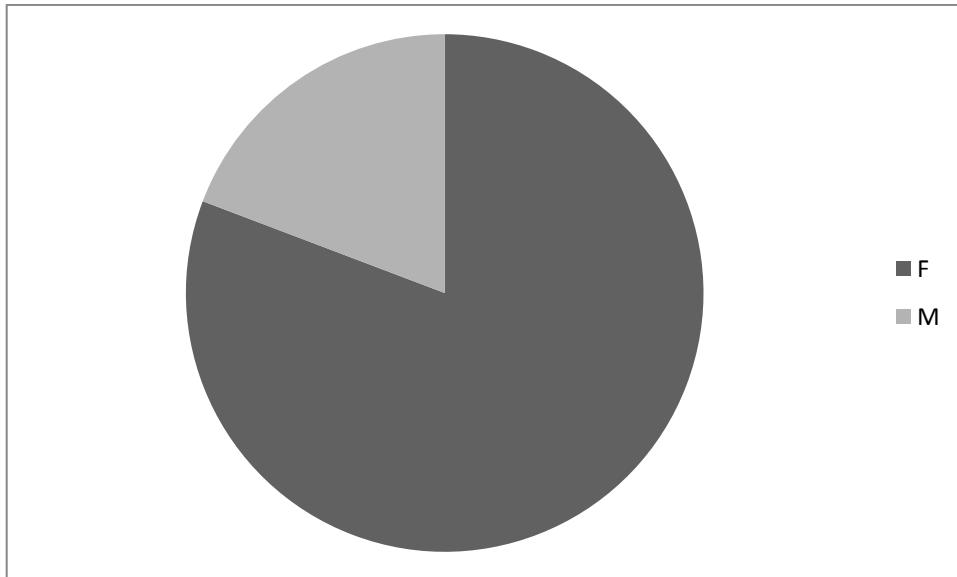
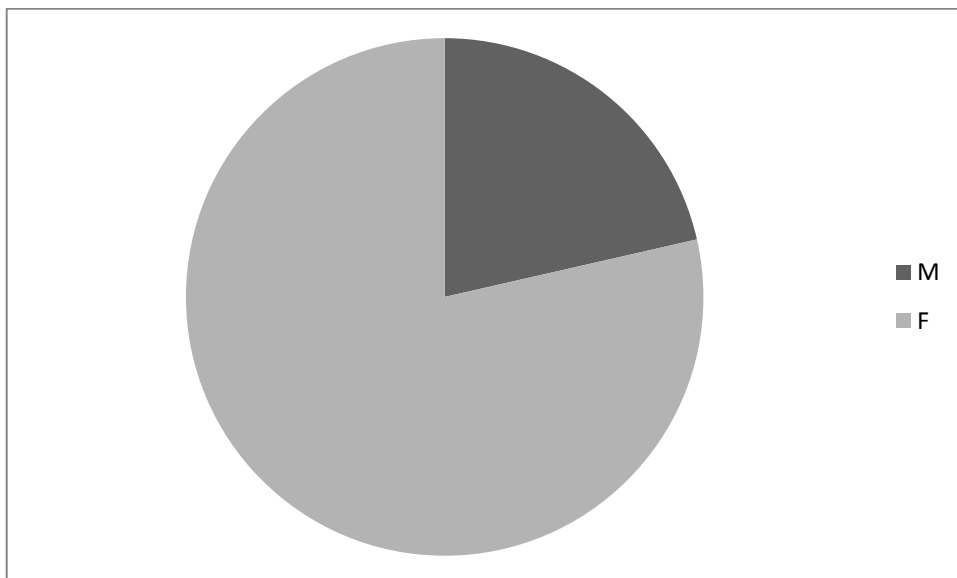


Equality and Diversity Data

1. 98 applicants completed the E and D questionnaire and have had their application considered by the Committee, of these 26 were refused.
2. No applicants declared a disability
3. Applications refused, broken down male to female. 5 male applicants were refused, compare with 21 female applicants (19%).

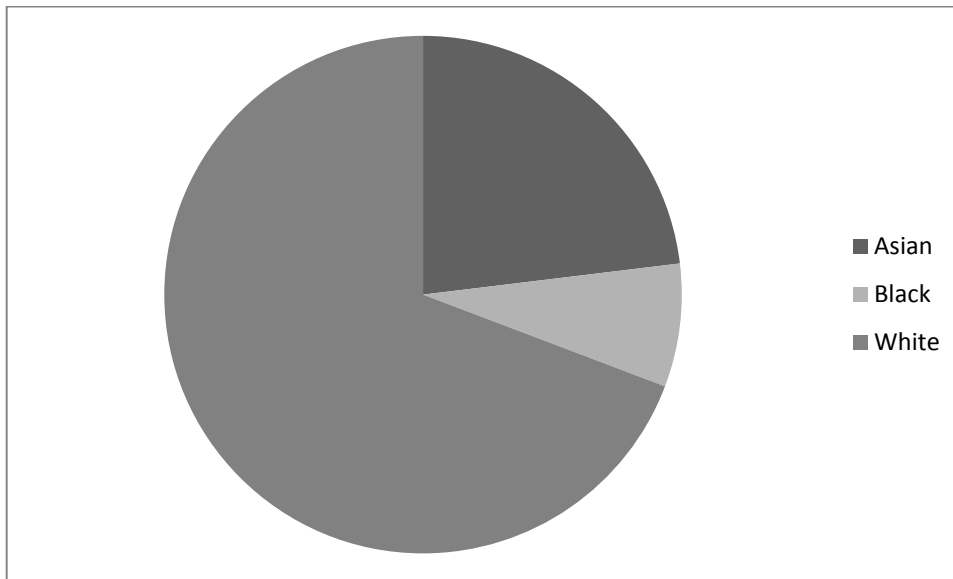


4. Overall applications received, broken down male to female. IPS received 77 application from females and 21 from male applicants (21%)

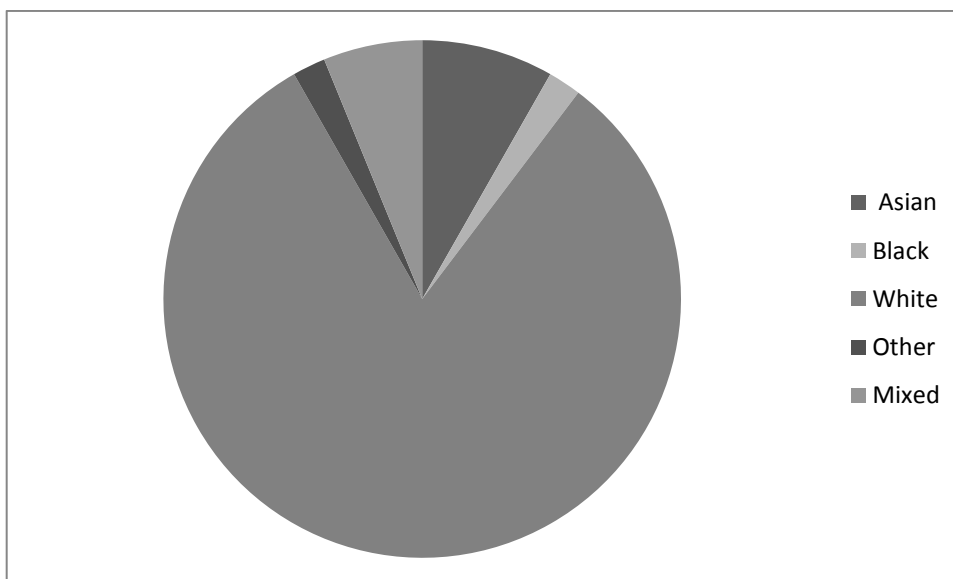


5. There appears to be no bias on the male/female refusals.

6. Applications refused, broken down by ethnic origin. 6 Asian applicants were refused, 2 Black applicants were refused and 18 White applicants were refused.



7. Overall applications received, broken down by ethnic origin. IPS received 8 applications from applicants of an Asian background, 2 from a Black background, 80 from a White background, 6 from a Mixed background and 2 from Other backgrounds.



8. Approvals as a percentage of applications from the same background:

Asian 2/8 (25%)
Black 0/2 (0%)
Mixed 6/6 (100%)
Other 2/2 (100%)
White 62/80 (78%)

9. Refusals as a percentage of applications from the same background:

Asian 6/8 refused (75%)
Black 2/2 refused (100%)
White 18/80 refused (22%)

10. The figures are statistically small. However there should be some investigation into the roles of the applicants to determine whether there is a reason why these applicants were less likely to succeed.
11. A possible reason for this is that applicants who have a Black/Asian background are more likely to work in one of the sectors in which other analysis indicates that it is more difficult to evidence the outcomes or demonstrate that they are in qualifying employment – e.g. the CPS or Local Authority work.