

E&D Applicant data analysis: Quarter 1: April – June 2011

Criminal convictions:

My Analysis: The data shows that there may be bias at each stage of the job application process for people with criminal convictions – this is because there have been no appointments or short-listing and also only 1 interview from a pool of 48 people.

Possible Actions: I do not feel that we need to take any positive action on this as at this stage – I will however check what jobs were available at this time as they may have stipulated no criminal convictions due to reasons such as working with vulnerable people – which would account for the lack of interviews.

Ethnicity:

Analysis on incomplete applications: In regards to the incomplete applications, all I can do is make assumptions. Reasons may range from finding the application form to difficult to complete due to language barriers or just to not fully understanding the process. The 2 largest ethnic groups whom did not complete the application process were African (2.7%) & White British (88%). Although 40.4% of the total African applicants did not complete the application form.

Possible Actions: We could hold workshops with the local BME groups (specifically the African communities) to teach them the sustainable skills of completing a satisfactory application form. This would also help with our agenda of closing the gap.

Analysis on applications for review: 92.80% of the total applications for review were White British, BME accounted for 7.2%. This is roughly reflective of the community of Warrington. If I break down the BME groups further, the other largest groups of applicants are i.e; Indian Pakistani, Asian, African and any other white background. (Note; The 'other white background' may be the new Polish community which will be picked up on in the census 2011.)

Possible Actions: No action needed; due to no negative bias shown. Work does need to continue to be done to ensure we attract different BME groups through the E&D Officer.

Analysis on applications that failed screening: Only 4 people from minority groups made it through to the interview stage (and then they didn't make the shortlist stage). The number suggests bias if using the four fifths rule, although GGHT do not know what the names of the applicants are at this stage so there can be no name based discrimination.

Possible Actions: Managers involved in recruitment need to have understanding unconscious bias training.

Summing up:

Many ethnic groups log on and start the application process and then for some reason do not complete the application. This may be because of the projected culture of the organisation – in which case we need to carry out exercises to change public's

perception of GGHT. Also, targeted work needs to be done with the different ethnic groups in application form completion and to explain what we expect and what support we offer. (<http://www.equalityscotland.com/newsandevents/press-020907.php>).

Managers who are involved in the recruitment process should also have training to understand unconscious bias. After training we can then monitor if there is any change in regards to BME groups making it past the interview stage.

Gender:

My Analysis: The percentages of men & women who started the application process are nearly equal to the Warrington demographic. Fewer women actually completed the application process than men. From the 49.5% women who started the application process, only 28.6% of those completed the application form compared with 71.2% of the males completing the form from the 50.2% who applied. Making an assumption on the reasons for this; maybe we are not publicizing the flexible working scheme enough or the benefits we offer to working mothers / maybe the roles are stereotypically male? A 50/50 split of males to females continued through to the interview stage but 66.2% of the jobs went to females compared to 33.3% going to males – suggesting there may be some bias at the interview stage?

Possible Actions:

- Targeted publicity to publicise the benefits of working for GGHT – especially for mothers / women
- Advertise stereotypically male roles in female press / women's organisations
- Have events in the community targeted at women to help them understand GGHT's support networks and to attract them into male dominated roles.
- Work with the local skill centre to raise the profile as GGHT as an employer so that any females studying bricklaying / plastering etc will want to work for us.
- Managers involved within the recruitment process to receive 'understanding unconscious bias' training.

Religion:

My Analysis: The percentages of the different religions that started the application process are higher than the local demographic. This is also the case for the finished applications. Although only 2 people with a religion other than Christian got through the interview stage (and were not appointed). This may show an unconscious bias from the interviewers?

Possible Actions:

- Give managers training on understanding personal bias or unconscious bias.

Sexual Orientation:

My Analysis: The percentage of people who were gay / lesbian or bisexual was nearly equal to the local demographic with only 4% of people preferring not to say – which should be seen as a positive compared with the 8% who preferred not to say in the local population. Unfortunately, only 9 of the total 51 applications from LGB people were actually completed; the other 465 of completed applications came from heterosexual applicants. There were only heterosexual applicants whom made it through to the interview stage also.

Possible Actions:

- Become a Stonewall diversity Champion or appear on the workplace equality index to raise our profile as a LGB friendly employer.
- Advertise roles in LGB Press
- Work with local LGB groups or the WTG to come up with ideas for raising the profile as an LGB friendly employer.
- LBG Month
- Attend an LGB recruitment fair to raise our profile
- Give the staff who are involved in the recruitment process 'understanding unconscious bias' training.

Gender Identity:

My Analysis: 0.3% of applications were from transgender people, 0.5% of people preferred not to say whilst 99.2% of applicants were not transgender. 0.2% of the transgender applications did not complete the application form and none got through to the interview stage. I can reasonably assume that some people who were transgender could have 'preferred not to say' but even so – none of these got through to the interview stage and only one was an application which was reviewed.

Possible Actions:

As there are no demographic figures regarding the transgender population it is very difficult to see if there is any bias.

- No actions needed as of yet.

Disability:

My Analysis: The disability data clearly shows that we are not attracting enough people who class themselves as having a disability. This maybe due to many reasons such as the language used in advertisements / not promoting our willingness to make adjustments enough / not having a strong brand to disabled people / people not admitting they have a disability who are applying. I think this because only 3.8% of the total applications were from people with disabilities compared to the 26% in the local population.

Of the disabled applicants, 4 made it through to the interview stage – one of which was appointed. Of the 4 applicants that got through to the interview stage, one had a physical impairment, one had 'other disability' and two had learning disabilities. The appointments suggest that there is no bias (using the four fifths rule) although GGHT does need to attract more people with disabilities to apply for jobs in the first instance.

Possible Actions:

- Work with the local Job centre's Disability Employment advisor (DEA) to attract more disabled people to GGHT.
- Targeted recruitment advertising towards disabled people
- Linking in with the Warrington Disability partnership's employment team
- Raise GGHT's brand awareness as a disabled friendly employer
- Use disabled employee testimonials on recruitment website
- Communicate GGHT's willingness to make reasonable adjustments.