

**All Staff by Ethnic Origin As At 25/10/06**

<b>ETHNIC ORIGIN</b>	<b>Chief Executive</b>	<b>Customer Services</b>	<b>Development &amp; Cultural Services</b>	<b>Development &amp; Regulatory Services</b>	<b>Finance</b>	<b>Housing &amp; Building Services</b>	<b>Housing &amp; Customer Services</b>	<b>Management &amp; Support</b>	<b>Operational Services</b>	<b>Property Services</b>	<b>Quality Assurance &amp; Specialist Services</b>	<b>Social Policy</b>	<b>Support Services</b>	<b>Number of Staff by Ethnic Origin</b>	<b>Total by Ethnic Origin as a Percentage of All Staff</b>
<b>Any Other Ethnic Group</b>	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0.01%
<b>Asian - Bangladeshi</b>	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0.01%
<b>Asian - Chinese</b>	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0.01%
<b>Asian - Indian</b>	0	0	0	0	0	1	0	0	0	0	4	0	1	6	0.07%
<b>Asian - Other</b>	0	0	1	0	0	0	0	0	0	0	1	3	0	5	0.06%
<b>Asian - Pakistani</b>	0	1	4	0	0	0	0	0	0	1	1	2	0	9	0.10%
<b>Black - African</b>	0	0	0	0	0	0	0	0	1	0	3	4	0	8	0.09%
<b>Black - Caribbean</b>	0	1	4	0	0	0	2	0	6	0	2	1	1	17	0.19%
<b>Black - Other</b>	0	0	0%	0	0	0	0	0	0	0	0	1	0	1	0.01%
<b>Consent Not Given</b>	0	1	14	1	1	6	0	0	20	1	5	10	5	64	0.72%
<b>Mixed Background</b>	0	1	2	0	0	0	0	0	0	0	4	4	0	11	0.12%
<b>No Form Received</b>	1	21	544	21	14	87	2	2	283	27	356	193	28	1,579	17.72%
<b>Not Known</b>	0	10	273	24	21	76	7	1	226	16	171	121	13	959	10.76%
<b>Other Ethnic Background</b>	0	0	0	0	1	0	0	0	2	0	1	3	0	7	0.08%
<b>White</b>	0	0	1	0	0	0	0	0	3	0	0	1	0	5	0.06%
<b>White - English</b>	0	5	128	7	5	7	5	1	36	13	66	70	10	353	3.96%
<b>White - Irish</b>	0	0	35	3	1	3	2	1	4	3	20	18	2	92	1.03%
<b>White - Other</b>	0	0	29	1	1	3	0	0	7	2	46	9	1	99	1.11%
<b>White - Scottish</b>	10	92	1692	76	152	294	102	21	960	106	1035	991	149	5,680	63.73%
<b>White - Welsh</b>	0	0	4	0	1	0	0	0	3	0	3	3	0	14	0.16%
<b>GRAND TOTAL</b>	<b>11</b>	<b>132</b>	<b>2733</b>	<b>133</b>	<b>197</b>	<b>477</b>	<b>120</b>	<b>26</b>	<b>1551</b>	<b>169</b>	<b>1718</b>	<b>1434</b>	<b>211</b>	<b>8,912</b>	<b>100%</b>

**Recruitment by Ethnic Origin 1 April 2006 to 30 June 2006**

<b>ETHNIC ORIGIN</b>	<b>Total Number of Applicants</b>	<b>Number of Applicants Shortlisted for Interview</b>	<b>Applicants Shortlisted For Interview as % of Total Applicants</b>	<b>Number of Candidates Appointed</b>	<b>Candidates Appointed as % of Those Short Listed</b>
African	28	2	7%	0	0%
Any Other	7	3	43%	0	0%
Asian Other	2	1	50%	0	0%
Black Other	2	1	50%	0	0%
Caribbean	7	2	29%	0	0%
Chinese	3	0	0%	0	-
English	173	56	32%	10	18%
Indian	17	3	18%	0	0%
Irish	75	10	13%	0	0%
Mixed Other	6	3	50%	0	0%
No Data Supplied	143	50	35%	8	16%
Pakistani	15	5	33%	2	40%
Scottish	1,945	521	27%	72	14%
Welsh	9	1	11%	0	0%
White Other	112	20	18%	2	10%
<b>TOTALS / AVERAGE</b>	<b>2,544</b>	<b>678</b>	<b>27%</b>	<b>94</b>	<b>14%</b>

**Recruitment by Ethnic Origin 1 July 2006 to 30 September**

<b>ETHNIC ORIGIN</b>	<b>Total Number of Candidates</b>	<b>Number of Candidates Shortlisted for Interview</b>	<b>Applicants Shortlisted For Interview as % of Total Applicants</b>	<b>Number of Candidates Appointed</b>	<b>Candidates Appointed as % of Those Short Listed</b>
African	15	4	27%	0	0%
Any Other	2	1	50%	0	0%
Asian Other	2	1	50%	0	0%
Caribbean	3	1	33%	0	0%
Chinese	3	0	0%	0	-
English	115	45	39%	19	42%
Indian	9	2	22%	1	50%
Irish	21	12	57%	4	33%
Mixed Other	8	4	50%	0	0%
No Data Supplied	101	40	40%	21	53%
Pakistani	10	1	10%	1	100%
Scottish	1,419	451	32%	122	27%
Welsh	3	0	0%	0	-
White Other	45	12	27%	6	50%
<b>TOTALS / AVERAGE</b>	<b>1,756</b>	<b>574</b>	<b>33%</b>	<b>174</b>	<b>30%</b>

**Number of Promotions By Ethnic Origin - Financial Year 2006-2007**

<b>Ethnic Origin</b>	<b>Number of Promotions</b>		<b>Financial Year To Date Total</b>
	<b>Quarter 1 (April to June 2006)</b>	<b>Quarter 2 (July to September 2006)</b>	
<b>African</b>			0
<b>Any other</b>			0
<b>Asian other</b>			0
<b>Black other</b>			0
<b>Caribbean</b>			0
<b>Chinese</b>			0
<b>English</b>		1	1
<b>Indian</b>			0
<b>Irish</b>			0
<b>Mixed other</b>			0
<b>No data supplied</b>	1	4	5
<b>Pakistani</b>			0
<b>Scottish</b>	9	18	27
<b>Welsh</b>			0
<b>White other</b>			0
<b>TOTALS</b>	<b>10</b>	<b>23</b>	<b>33</b>

**Leavers From 1/4/06 - 30/6/06 by Ethnic Origin**

<b>ETHNIC ORIGIN</b>	<b>April to June 2006</b>	<b>July To September 2006</b>	<b>Total Year to Date</b>
Asian - Pakistani	0	1	1
Black - Caribbean	0	1	1
Mixed Background	0	1	1
Black - African	2	0	2
Consent not Given	2	2	4
No Form Received	70	154	224
Not known	19	24	43
White - English	16	14	30
White - Irish	1	2	3
White - Other	1	8	9
White - Scottish	102	231	333
White - Welsh	1	1	2
<b>Grand Total</b>	<b>214</b>	<b>439</b>	<b>653</b>