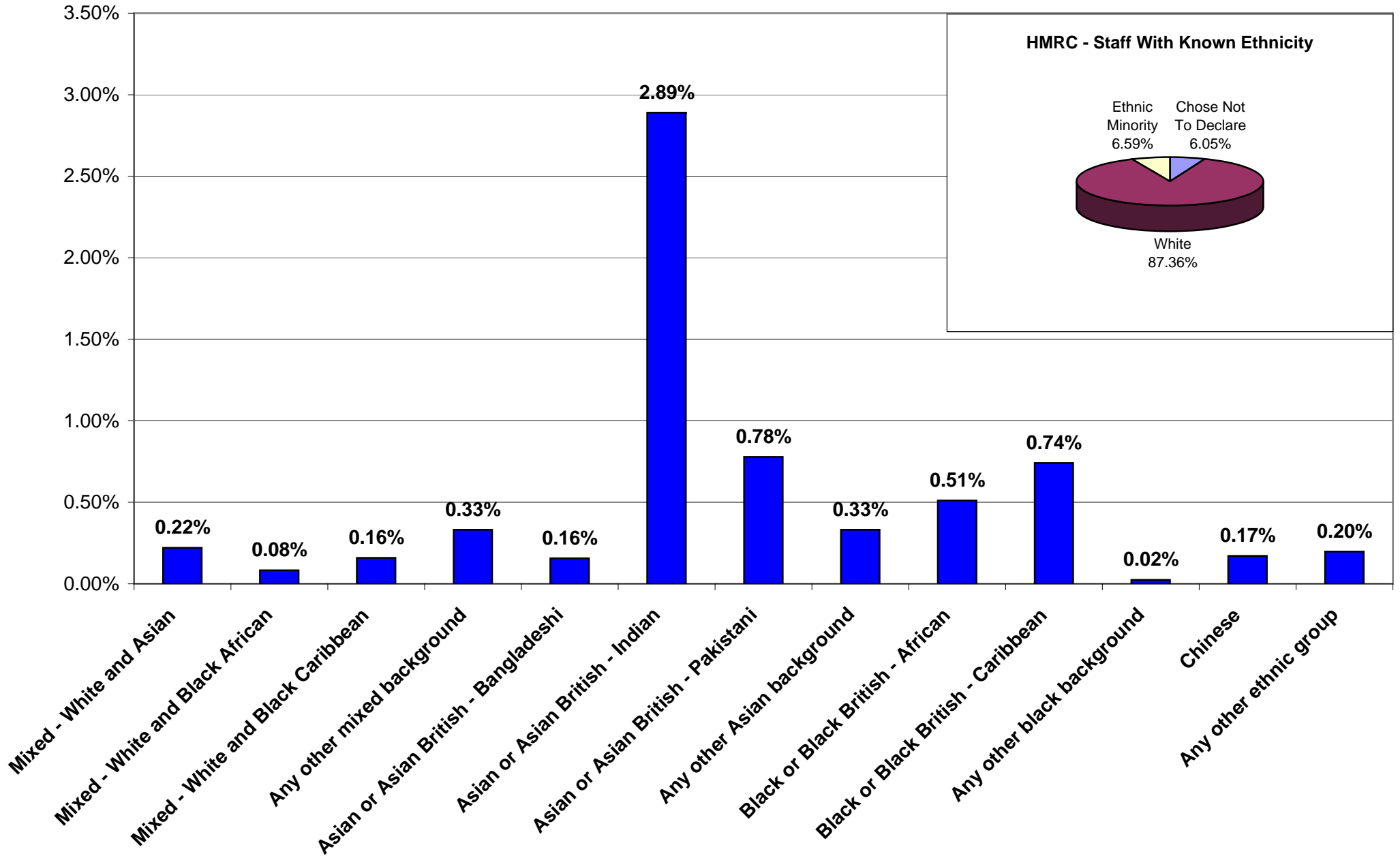
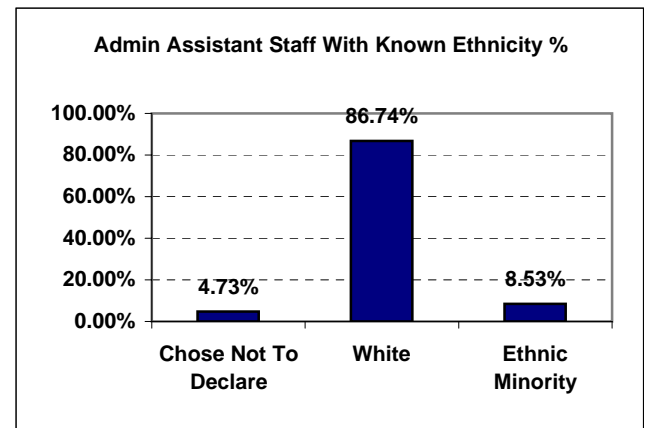
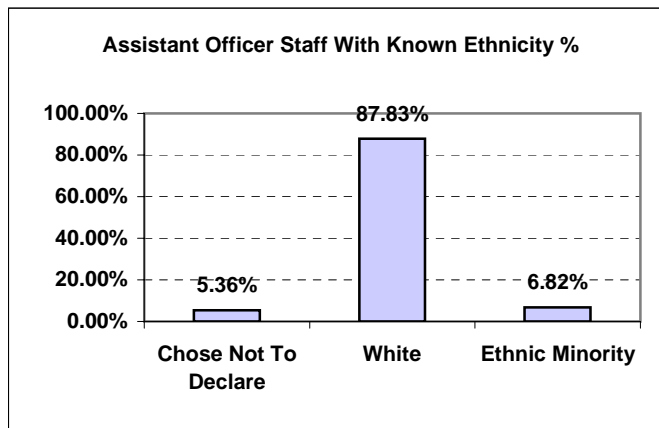
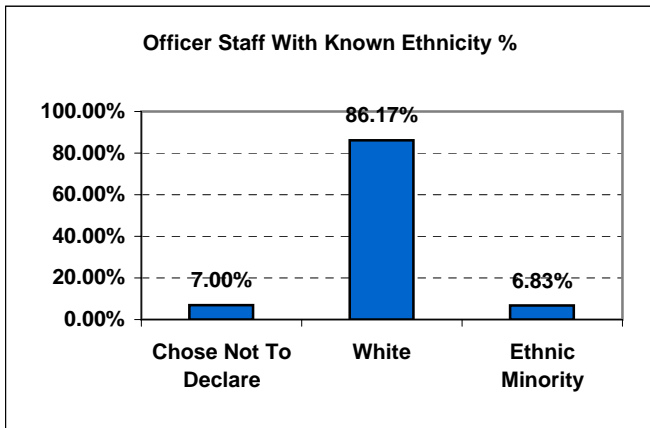
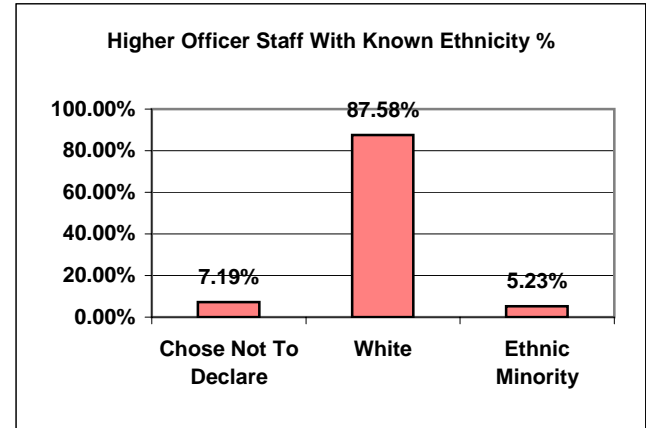
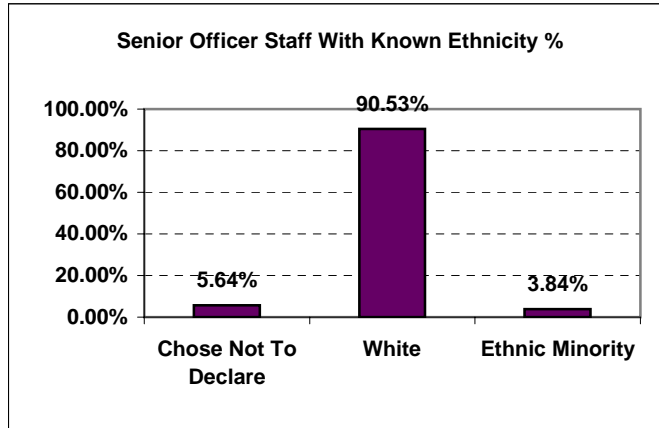
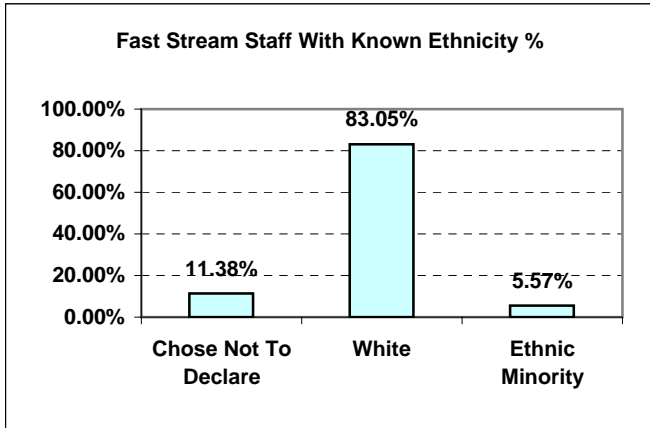
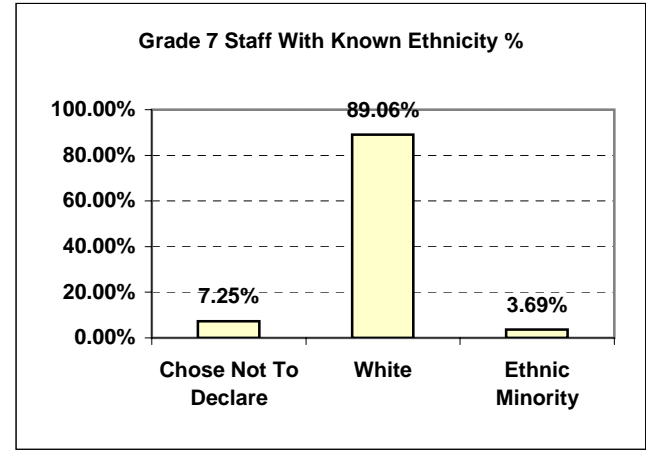
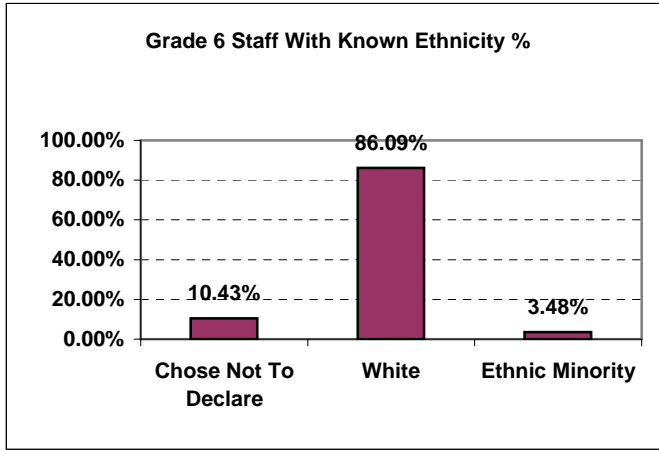
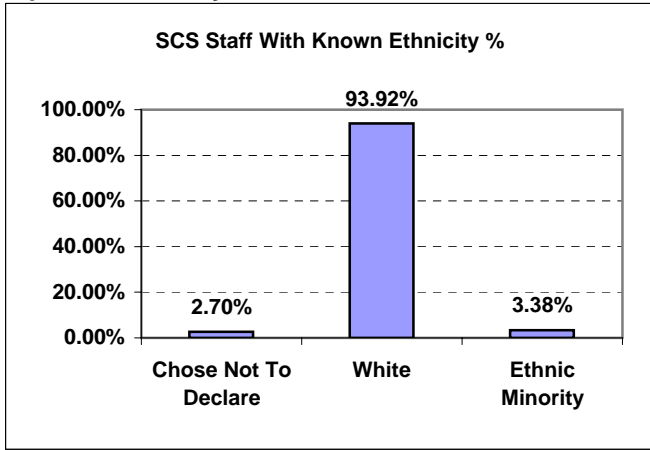


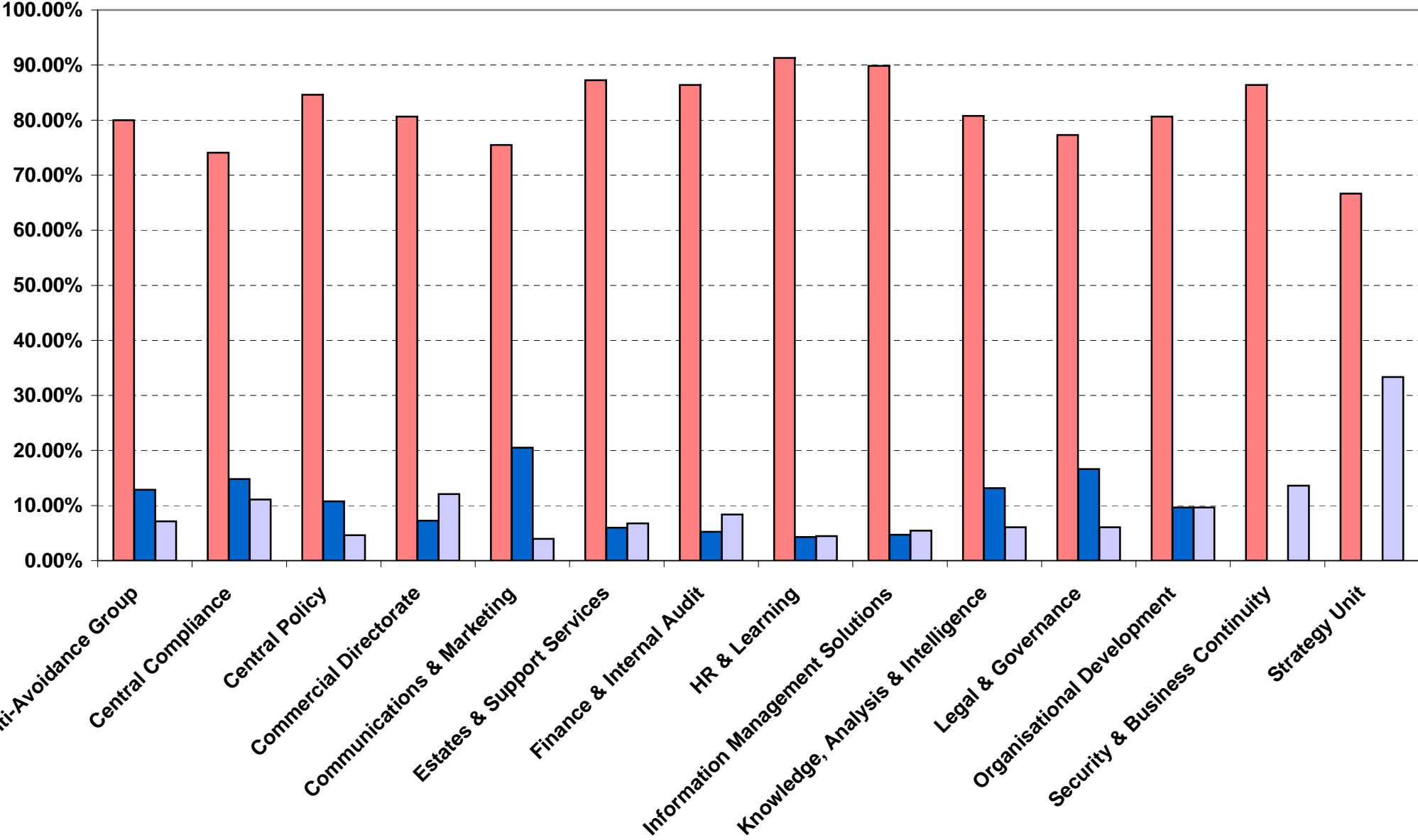
Appendix 1a. % Of Staff With Known Ethnicity By Ethnic Categories At 01 April 2007 (Excludes 'White' & 'Chose Not To Declare')



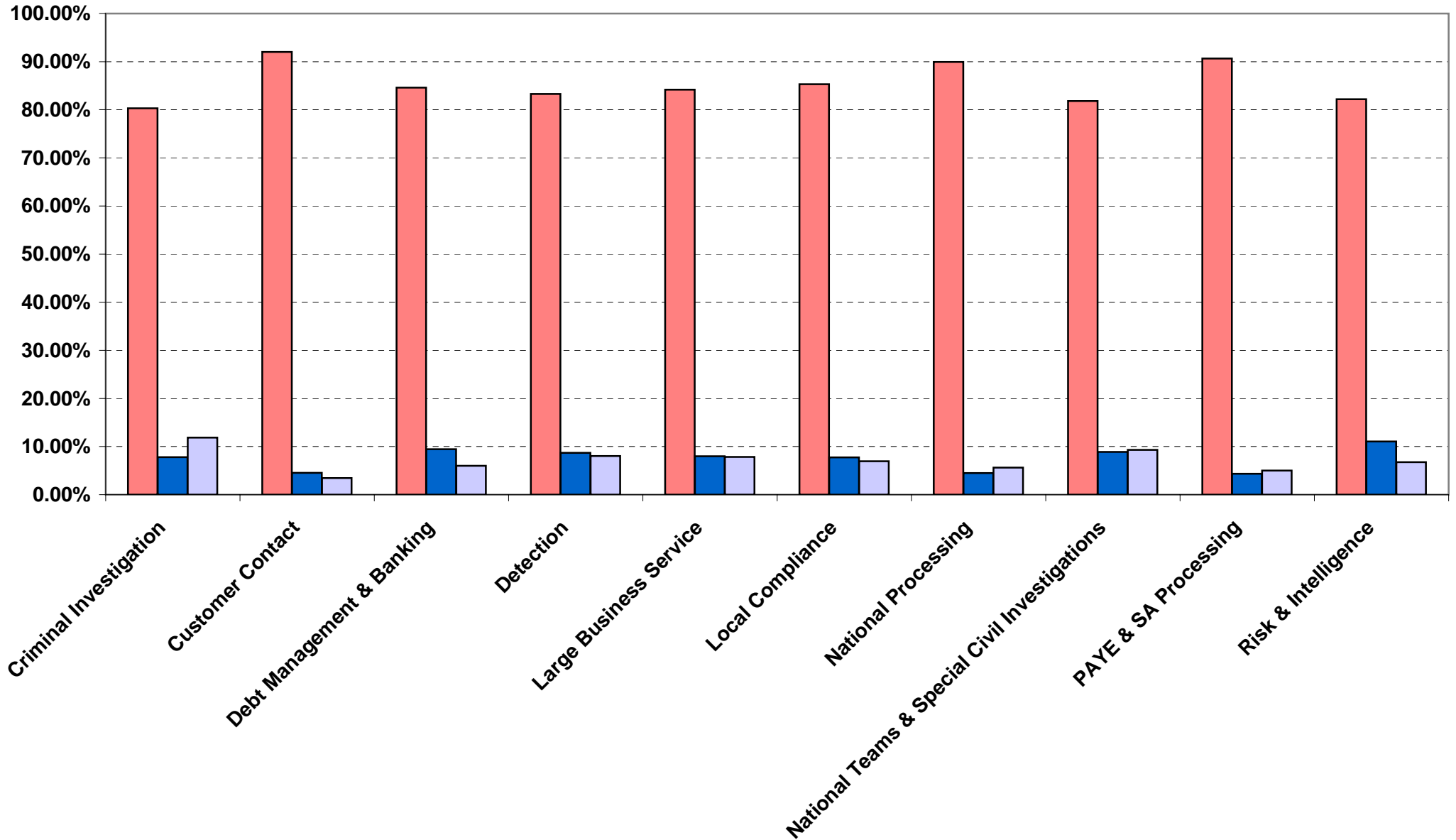
Appendix 1b.
April 07 Ethnicity Charts



Appendix 1c. Corporate Functions Staff With Known Ethnicity At 01 April 2007

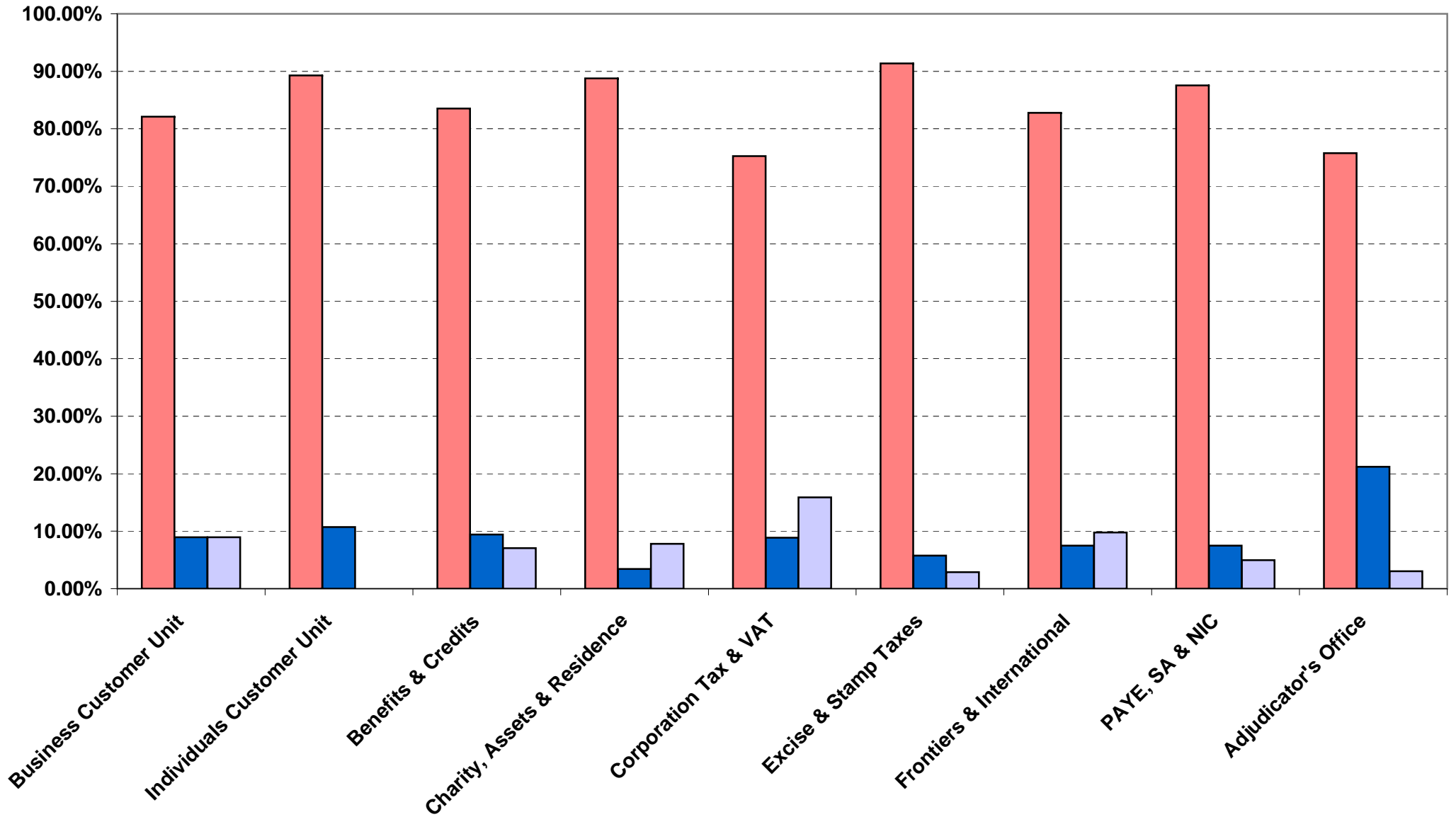


Appendix 1d. Operations Staff With Known Ethnicity At 01 April 2007

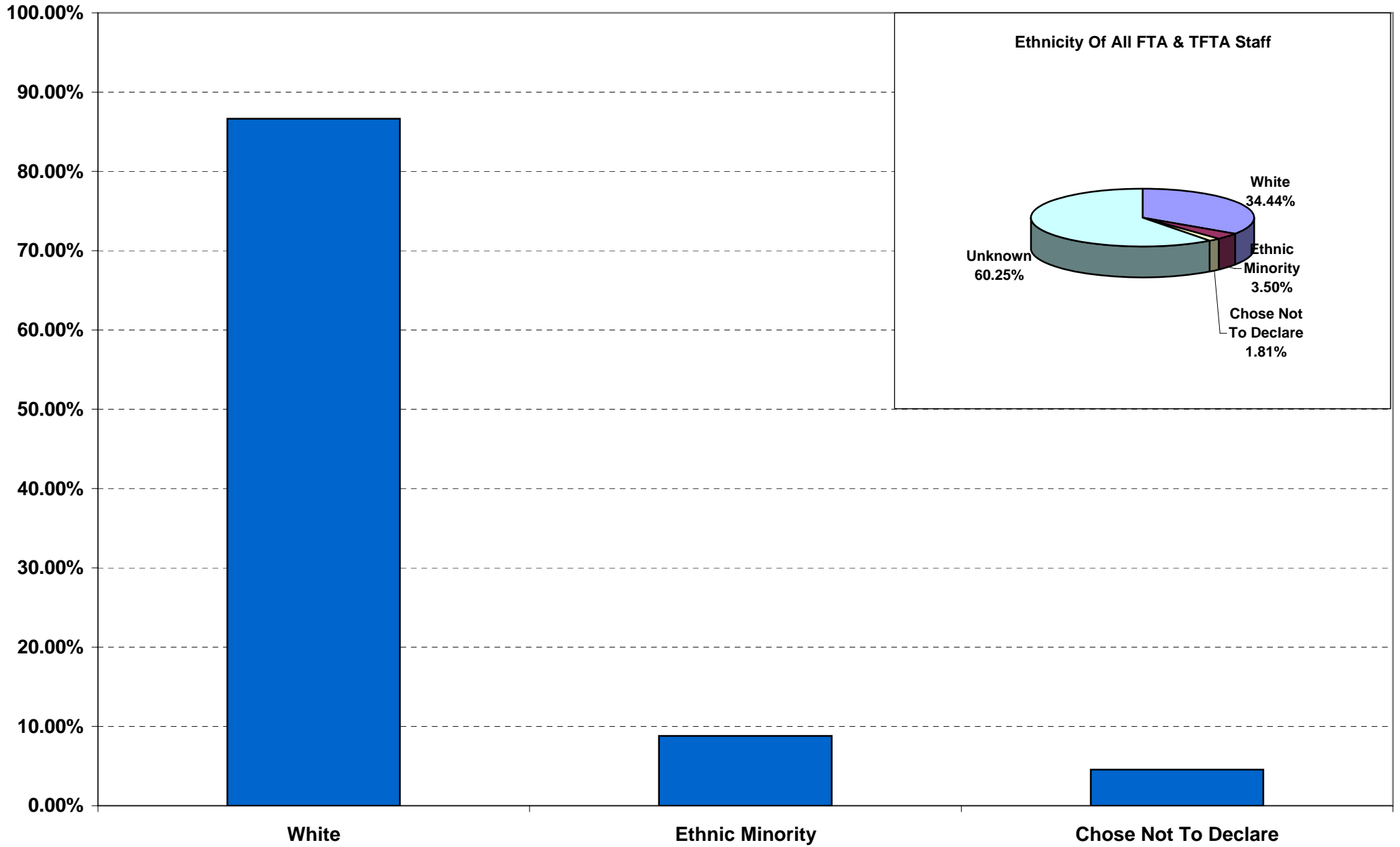


**Appendix 1e. Customer Units, Product & Process Group & Adjudicator's Office Staff With Known Ethnicity At
01 April 2007**

■ White
 ■ Ethnic Minority
 ■ Chose Not To Declare



Appendix 1f. % Of FTA & TFTA Staff With Known Ethnicity At 01 April 2007



Appendix 1g. April 07 Ethnicity Charts

Data For Ethnic Categories Chart

Ethnicity	Total	Total Ex Unknown	% Excluding Unknowns
Unknown Ethnicity	37,015		
Chose Not To Declare	3,597	3,597	6.05%
White - any white background	51,970	51,970	87.36%
Mixed - White and Asian	131	131	0.22%
Mixed - White and Black African	49	49	0.08%
Mixed - White and Black Caribbean	95	95	0.16%
Any other mixed background	197	197	0.33%
Asian or Asian British - Bangladeshi	93	93	0.16%
Asian or Asian British - Indian	1,719	1,719	2.89%
Asian or Asian British - Pakistani	463	463	0.78%
Any other Asian background	197	197	0.33%
Black or Black British - African	304	304	0.51%
Black or Black British - Caribbean	441	441	0.74%
Any other black background	14	14	0.02%
Chinese	102	102	0.17%
Any other ethnic group	118	118	0.20%
Grand Total	96,505	59,490	

Ethnicity	Total	%
Unknown Ethnicity	37,015	
Chose Not To Declare	3,597	6.05%
White	51,970	87.36%
Ethnic Minority	3,923	6.59%
Grand Total	96,505	

Data For Ethnicity By Grade Chart

Ethnicity	SCS	Gr 6	Gr 7	FS	SO	HO	O	AO	AA	Total	%
Unknown Ethnicity	103	373	739	244	1,365	4,128	8,633	15,300	6,130	37,015	
Chose Not To Declare	8	75	114	47	144	499	1,040	1,284	386	3,597	6.05%
White	278	619	1,400	343	2,313	6,077	12,809	21,052	7,079	51,970	87.36%
Ethnic Minority	10	25	58	23	98	363	1,016	1,634	696	3,923	6.59%
Mixed - White and Asian	1	1	3	1	6	12	33	59	15	131	0.22%
Mixed - White and Black African	1	0	0	1	2	6	8	23	8	49	0.08%
Mixed - White and Black Caribbean	2	2	3	0	1	6	17	46	18	95	0.16%
Any other mixed background	0	4	6	0	8	25	58	70	26	197	0.33%
Asian or Asian British - Bangladeshi	0	1	0	0	2	6	18	38	28	93	0.16%
Asian or Asian British - Indian	2	8	23	8	37	163	466	694	318	1,719	2.89%
Asian or Asian British - Pakistani	0	2	2	2	1	18	81	260	97	463	0.78%
Any other Asian background	0	0	6	2	6	23	53	70	37	197	0.33%
Black or Black British - African	0	5	2	1	7	39	91	114	45	304	0.51%
Black or Black British - Caribbean	0	1	5	4	11	44	148	165	63	441	0.74%
Any other black background	0	0	0	0	1	2	4	6	1	14	0.02%
Chinese	1	1	4	2	6	8	14	50	16	102	0.17%
Any other ethnic group	3	0	4	2	10	11	25	39	24	118	0.20%
Grand Total	399	1,092	2,311	657	3,920	11,067	23,498	39,270	14,291	96,505	

Ethnicity %	SCS %	Gr 6 %	Gr 7 %	FS %	SO %	HO %	O %	AO %	AA %
Chose Not To Declare	2.70%	10.43%	7.25%	11.38%	5.64%	7.19%	7.00%	5.36%	4.73%
White	93.92%	86.09%	89.06%	83.05%	90.53%	87.58%	86.17%	87.83%	86.74%
Ethnic Minority	3.38%	3.48%	3.69%	5.57%	3.84%	5.23%	6.83%	6.82%	8.53%

Appendix 1h. April 07 Ethnicity Charts

Data For Corporate Functions Ethnicity, Operations Ethnicity & Other Ethnicity Charts

Count of PID No		Ethnicity Status					% Staff With Known Ethnicity		
Organisation	Directorate (Full Name)	White	Ethnic Minority	Chose Not To Declare	Unknown	Total	% White	% Ethnic Minority	% Chose Not To Declare
Corporate Functions	Anti-Avoidance Group	56	9	5	40	110	80.00%	12.86%	7.14%
	Central Compliance	20	4	3	13	40	74.07%	14.81%	11.11%
	Central Policy	110	14	6	34	164	84.62%	10.77%	4.62%
	Commercial Directorate	100	9	15	39	163	80.65%	7.26%	12.10%
	Communications & Marketing	114	31	6	39	190	75.50%	20.53%	3.97%
	Estates & Support Services	1649	113	128	962	2852	87.25%	5.98%	6.77%
	Finance & Internal Audit	692	42	67	214	1015	86.39%	5.24%	8.36%
	HR & Learning	1152	54	56	565	1827	91.28%	4.28%	4.44%
	Information Management Solutions	954	50	58	681	1743	89.83%	4.71%	5.46%
	Knowledge, Analysis & Intelligence	374	61	28	179	642	80.78%	13.17%	6.05%
	Legal & Governance	242	52	19	216	529	77.32%	16.61%	6.07%
	Organisational Development	25	3	3	15	46	80.65%	9.68%	9.68%
	Security & Business Continuity	38		6	27	71	86.36%	0.00%	13.64%
	Strategy Unit	2		1	1	4	66.67%	0.00%	33.33%
Corporate Functions Total		5528	442	401	3025	9396	86.77%	6.94%	6.29%
Customer Units	Business Customer Unit	110	12	12	80	214	82.09%	8.96%	8.96%
	Individuals Customer Unit	25	3		11	39	89.29%	10.71%	0.00%
Customer Units Total		135	15	12	91	253	83.33%	9.26%	7.41%
Operations	Criminal Investigation	771	75	114	900	1860	80.31%	7.81%	11.88%
	Customer Contact	7283	359	271	5300	13213	92.04%	4.54%	3.42%
	Debt Management & Banking	5965	665	422	2616	9668	84.59%	9.43%	5.98%
	Detection	1666	174	161	2632	4633	83.26%	8.70%	8.05%
	Large Business Service	1023	97	95	599	1814	84.20%	7.98%	7.82%
	Local Compliance	8457	770	687	6148	16062	85.30%	7.77%	6.93%
	National Processing	5497	273	343	4877	10990	89.92%	4.47%	5.61%
	National Teams & Special Civil Investigations	1815	197	206	1495	3713	81.83%	8.88%	9.29%
	PAYE & SA Processing	9960	480	549	6215	17204	90.64%	4.37%	5.00%
Risk & Intelligence	1872	252	154	2018	4296	82.18%	11.06%	6.76%	
Operations Total		44309	3342	3002	32800	83453	87.48%	6.60%	5.93%
Product & Process Group	Benefits & Credits	71	8	6	15	100	83.53%	9.41%	7.06%
	Charity, Assets & Residence	1192	46	105	609	1952	88.76%	3.43%	7.82%
	Corporation Tax & VAT	161	19	34	121	335	75.23%	8.88%	15.89%
	Excise & Stamp Taxes	159	10	5	115	289	91.38%	5.75%	2.87%
	Frontiers & International	144	13	17	122	296	82.76%	7.47%	9.77%
	PAYE, SA & NIC	246	21	14	107	388	87.54%	7.47%	4.98%
Product & Process Group Total		1973	117	181	1089	3360	86.88%	5.15%	7.97%
Unknown - Other	Adjudicator's Office	25	7	1	9	42	75.76%	21.21%	3.03%
	Grouping Not Found				1	1	N/A	N/A	N/A
Unknown - Other Total		25	7	1	10	43	75.76%	21.21%	3.03%
Grand Total		51970	3923	3597	37015	96505	87.36%	6.59%	6.05%

Data For FTA & TFTA Ethnicity Chart

Ethnicity Status	Perm	Perm - All Staff	Temp	% Temp - All Staff	Total	% Perm -	% Temp -
White	50522	54.74%	1448	34.44%	51970	87.38%	86.65%
Ethnic Minority	3776	4.09%	147	3.50%	3923	6.53%	8.80%
Chose Not To Declare	3521	3.81%	76	1.81%	3597	6.09%	4.55%
Unknown	34482	37.36%	2533	60.25%	37015	N/A	N/A
Grand Total	92301		4204		96505		