

Appendix 19a. Appraisal Employment Duty Monitoring 2 (3) (3)

Nationality by Grade

Employee by grade	Top	% of known total	Good	% of known total	Improvement needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Grand Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total
AA															
(Blank)	7		223		3		10		7		250	0		13	
British or Mixed-British	256	11.01%	1968	84.65%	45	1.94%	41	1.76%	15	0.65%	2325	9	0.39%	718	30.88%
English	755	11.82%	5371	84.09%	91	1.42%	147	2.30%	23	0.36%	6387	25	0.39%	1745	27.32%
Irish	24	14.72%	130	79.75%	1	0.61%	7	4.29%	1	0.61%	163	2	1.23%	65	39.88%
Scottish	132	12.90%	846	82.70%	10	0.98%	32	3.13%	3	0.29%	1023	3	0.29%	312	30.50%
Welsh	61	11.21%	457	84.01%	6	1.10%	19	3.49%	1	0.18%	544	2	0.37%	145	26.65%
Other National Identity	15	10.71%	118	84.29%	6	4.29%	1	0.71%	0	0.00%	140	2	1.43%	30	21.43%
Irish Traveller Community	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	1	16.67%
Choose not to provide	240	7.52%	2786	87.25%	75	2.35%	78	24.00%	14	24.56%	3193	22	0.69%	716	22.42%
Total known	1483		11682		234		325		57		13781	65		3732	
Total not known	7		223		3		10		7		250	0		13	
Total	1490	10.62%	11905	84.85%	237	1.69%	335	2.39%	64	0.46%	14031	65	0.46%	3745	26.69%
AO															
(Blank)	5		381		14		21		15		436	2		5	
British or Mixed-British	788	11.88%	5548	83.67%	101	1.52%	170	2.56%	24	0.36%	6631	26	0.39%	1415	21.34%
English	1937	11.69%	14053	84.82%	188	1.13%	333	2.01%	57	0.34%	16568	59	0.36%	3435	20.73%
Irish	60	12.15%	407	82.39%	7	1.42%	15	3.04%	5	1.01%	494	3	0.61%	150	30.36%
Scottish	416	9.44%	3793	86.11%	50	1.14%	132	3.00%	14	0.32%	4405	18	0.41%	633	14.37%
Welsh	146	9.47%	1344	87.22%	21	1.36%	24	1.56%	6	0.39%	1541	7	0.45%	249	16.16%
Other National Identity	21	9.33%	198	88.00%	2	0.89%	4	1.78%	0	0.00%	225	0	0.00%	46	20.44%
Irish Traveller Community	0	0.00%	12	100.00%	0	0.00%	0	0.00%	0	0.00%	12	0	0.00%	1	8.33%
Choose not to provide	691	8.16%	7428	87.70%	151	1.78%	154	1.82%	46	0.54%	8470	51	0.60%	1277	15.08%
Total known	4059		32783		520		832		152		38346	164		7206	
Total not known	5		381		14		21		15		436	2		5	
Total	4064	10.48%	33164	85.51%	534	1.38%	853	2.20%	167	0.43%	38782	166	0.43%	7211	18.59%
O															
(Blank)	0		33		0		1		0		34	0		0	
British or Mixed-British	770	17.27%	3543	79.48%	37	0.83%	99	2.22%	9	0.20%	4458	6	0.13%	1594	35.76%
English	1975	17.93%	8652	78.55%	77	0.70%	288	2.61%	23	0.21%	11015	21	0.19%	3830	34.77%
Irish	44	12.46%	294	83.29%	3	0.85%	12	3.40%	0	0.00%	353	0	0.00%	139	39.38%
Scottish	315	14.96%	1708	81.14%	11	0.52%	66	3.14%	5	0.24%	2105	5	0.24%	555	26.37%
Welsh	144	15.47%	749	80.45%	9	0.97%	29	3.11%	0	0.00%	931	3	0.32%	267	28.68%
Other National Identity	16	10.00%	138	86.25%	4	2.50%	2	1.25%	0	0.00%	160	0	0.00%	47	29.38%
Irish Traveller Community	1	25.00%	3	75.00%	0	0.00%	0	0.00%	0	0.00%	4	0	0.00%	2	50.00%
Choose not to provide	575	13.41%	3550	82.81%	53	1.24%	85	1.98%	24	0.56%	4287	9	0.21%	1426	33.26%
Total known	3840		18637		194		581		61		23313	44		7860	
Total not known	0		33		0		1		0		34	0		0	
Total	3840	16.45%	18670	79.97%	194	0.83%	582	2.49%	61	0.26%	23347	44	0.19%	7860	33.67%
HO															
(Blank)	2		7		0		2		0		11	0		2	
British or Mixed-British	439	20.52%	1642	76.76%	15	0.70%	38	1.78%	5	0.23%	2139	6	0.28%	888	41.51%
English	1151	21.47%	4036	75.28%	28	0.52%	126	2.35%	20	0.37%	5361	8	0.15%	2219	41.39%
Irish	36	22.50%	122	76.25%	1	0.63%	1	0.63%	0	0.00%	160	0	0.00%	75	46.88%
Scottish	182	19.93%	696	76.23%	2	0.22%	29	3.18%	4	0.44%	913	1	0.11%	365	39.98%
Welsh	87	20.47%	328	77.18%	2	0.47%	7	1.65%	1	0.24%	425	1	0.24%	170	40.00%
Other National Identity	13	15.12%	71	82.56%	1	1.16%	1	1.16%	0	0.00%	86	0	0.00%	29	33.72%
Irish Traveller Community	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	1	50.00%
Choose not to provide	383	20.18%	1453	76.55%	15	0.79%	41	2.16%	6	0.32%	1898	3	0.16%	796	41.94%
Total known	2291		8350		64		243		36		10984	19		4543	
Total not known	2		7		0		2		0		11	0		2	
Total	2293	20.85%	8357	76.01%	64	0.58%	245	2.23%	36	0.33%	10995	19	0.17%	4545	41.34%

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Employee by grade	Top	% of known total	Good	% of known total	Improvement needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Grand Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total
Band T															
(Blank)	0		2		0		0		0		2	0		0	
British or Mixed-British	9	5.23%	154	89.53%	3	1.74%	5	2.91%	1	0.58%	172	0	0.00%	26	15.12%
English	17	6.72%	217	85.77%	6	2.37%	13	5.14%	0	0.00%	253	2	0.79%	39	15.42%
Irish	0	0.00%	5	100.00%	0	0.00%	0	0.00%	0	0.00%	5	0	0.00%	0	0.00%
Scottish	0	0.00%	42	93.33%	0	0.00%	3	6.67%	0	0.00%	45	0	0.00%	10	22.22%
Welsh	1	5.88%	16	94.12%	0	0.00%	0	0.00%	0	0.00%	17	0	0.00%	1	5.88%
Other National Identity	0	0.00%	7	100.00%	0	0.00%	0	0.00%	0	0.00%	7	0	0.00%	2	28.57%
Irish Traveller Community	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Choose not to provide	10	7.69%	111	85.38%	3	2.31%	5	3.85%	1	0.77%	130	0	0.00%	13	10.00%
Total known	37		552		12		26		2		629	2		91	
Total not known	0		2		0		0		0		2	0		0	
Total	37	5.86%	554	87.80%	12	1.90%	26	4.12%	2	0.32%	631	2	0.32%	91	14.42%
SO															
(Blank)	1		3		0		0		0		4	0		0	
British or Mixed-British	199	27.04%	515	69.97%	6	0.82%	13	1.77%	3	0.41%	736	3	0.41%	287	38.99%
English	516	25.39%	1448	71.26%	4	0.20%	59	2.90%	5	0.25%	2032	1	0.05%	708	34.84%
Irish	14	22.95%	44	72.13%	0	0.00%	3	4.92%	0	0.00%	61	0	0.00%	13	21.31%
Scottish	82	24.33%	241	71.51%	3	0.89%	10	2.97%	1	0.30%	337	0	0.00%	111	32.94%
Welsh	36	26.67%	95	70.37%	0	0.00%	4	2.96%	0	0.00%	135	0	0.00%	42	31.11%
Other National Identity	5	23.81%	16	76.19%	0	0.00%	0	0.00%	0	0.00%	21	0	0.00%	4	19.05%
Irish Traveller Community	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Choose not to provide	154	25.20%	434	71.03%	1	0.16%	22	3.60%	0	0.00%	611	0	0.00%	184	30.11%
Total known	1006		2794		14		111		9		3934	4		1349	
Total not known	1		3		0		0		0		4	0		0	
Total	1007	25.57%	2797	71.03%	14	0.36%	111	2.82%	9	0.23%	3938	4	0.10%	1349	34.26%
G7															
(Blank)	1		8		0		1		1		11	0		0	
British or Mixed-British	145	26.41%	386	70.31%	3	0.55%	13	2.37%	2	0.36%	549	0	0.00%	195	35.52%
English	311	28.45%	751	68.71%	4	0.37%	23	2.10%	4	0.37%	1093	2	0.18%	399	36.51%
Irish	7	18.42%	26	68.42%	2	5.26%	3	7.89%	0	0.00%	38	0	0.00%	11	28.95%
Scottish	45	25.42%	132	74.58%	0	0.00%	0	0.00%	0	0.00%	177	1	0.56%	66	37.29%
Welsh	16	21.92%	52	71.23%	0	0.00%	4	5.48%	1	1.37%	73	0	0.00%	22	30.14%
Other National Identity	2	13.33%	12	80.00%	0	0.00%	1	6.67%	0	0.00%	15	0	0.00%	6	40.00%
Irish Traveller Community	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Choose not to provide	85	23.04%	263	71.27%	4	1.08%	13	3.52%	4	1.08%	369	3	0.81%	129	34.96%
Total known	611		1622		13		57		11		2314	6		828	
Total not known	1		8		0		1		1		11	0		0	
Total	612	26.32%	1630	70.11%	13	0.56%	58	2.49%	12	0.52%	2325	6	0.00%	828	35.61%
G6															
(Blank)	0		2		0		0		0		2	0		1	
British or Mixed-British	82	28.08%	203	69.52%	1	0.34%	5	1.71%	1	0.34%	292	0	0.00%	86	29.45%
English	178	38.53%	267	57.79%	2	0.43%	14	3.03%	1	0.22%	462	0	0.00%	126	27.27%
Irish	4	22.22%	13	72.22%	0	0.00%	1	5.56%	0	0.00%	18	0	0.00%	6	33.33%
Scottish	23	27.71%	57	68.67%	0	0.00%	3	3.61%	0	0.00%	83	0	0.00%	23	27.71%
Welsh	5	22.73%	17	77.27%	0	0.00%	0	0.00%	0	0.00%	22	0	0.00%	7	31.82%
Other National Identity	2	25.00%	5	62.50%	0	0.00%	1	12.50%	0	0.00%	8	0	0.00%	2	25.00%
Irish Traveller Community	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Choose not to provide	66	28.95%	154	67.54%	2	0.88%	6	2.63%	0	0.00%	228	0	0.00%	57	25.00%
Total known	360		716		5		30		2		1113	0		307	
Total not known	0		2		0		0		0		2	0		1	
Total	360	32.29%	718	64.39%	5	0.45%	30	2.69%	2	0.18%	1115	0	0.00%	308	27.62%
Overall Total	13703	14.40%	77795	81.75%	1073	1.13%	2240	2.35%	353	0.37%	95164	306	0.32%	25937	27.26%

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Ethnicity by Grade

Employee by grade	Top	% of known total	Good	% of known total	Improvement needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Grand Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total
AA															
Not Assigned/Error	7		229		3		11		7		257	0		13	
White- any White background	903	12.93%	5814	83.27%	82	1.17%	169	2.42%	14	0.20%	6982	19	0.27%	2069	29.63%
Mixed - White & Black Caribbean	1	5.56%	16	88.89%	0	0.00%	1	5.56%	0	0.00%	18	0	0.00%	4	22.22%
Mixed - White & Black African	0	0.00%	6	85.71%	0	0.00%	1	14.29%	0	0.00%	7	0	0.00%	2	28.57%
Mixed - White & Asian	0	0.00%	14	100.00%	0	0.00%	0	0.00%	0	0.00%	14	0	0.00%	2	14.29%
Any other mixed background	1	4.17%	22	91.67%	1	4.17%	0	0.00%	0	0.00%	24	0	0.00%	4	16.67%
Asian or Asian British- Indian	41	13.06%	261	83.12%	5	1.59%	7	2.23%	0	0.00%	314	0	0.00%	109	34.71%
Asian or Asian British- Pakistani	4	4.17%	86	89.58%	3	3.13%	2	2.08%	1	1.04%	96	1	1.04%	21	21.88%
Asian or Asian British- Bangladeshi	1	3.85%	25	96.15%	0	0.00%	0	0.00%	0	0.00%	26	0	0.00%	11	42.31%
Any other Asian background	7	18.92%	28	75.68%	2	5.41%	0	0.00%	0	0.00%	37	0	0.00%	15	40.54%
Black or Black British - Caribbean	8	12.50%	51	79.69%	2	3.13%	2	3.13%	1	1.56%	64	0	0.00%	17	26.56%
Black or Black British - African	2	4.44%	40	88.89%	1	2.22%	1	2.22%	1	2.22%	45	1	2.22%	10	22.22%
Any other Black background	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	0.00%
Chinese	1	6.67%	14	93.33%	0	0.00%	0	0.00%	0	0.00%	15	0	0.00%	3	20.00%
Any other ethnic group	5	21.74%	18	78.26%	0	0.00%	0	0.00%	0	0.00%	23	0	0.00%	10	43.48%
Choose not to declare	48	12.63%	318	83.68%	4	1.05%	9	2.37%	1	0.26%	380	1	0.26%	134	35.26%
No entry recorded	467		5001		134		137		42		5781	43		1331	
Total known	1022	68.32%	6714	56.21%	100	42.19%	192	56.47%	18	26.87%	8046	22		2412	
Total not known	474	31.68%	5230	43.79%	137	57.81%	148	43.53%	49	73.13%	6038	43		1344	
Overall Total	1496	10.62%	11944	84.81%	237	1.68%	340	2.41%	67	0.48%	14084	65	0.46%	3756	26.67%
AO															
Not Assigned/Error	5		382		14		18		15		434	2		5	
White- any White background	2454	11.90%	17445	84.60%	176	0.85%	495	2.40%	51	0.25%	20621	56	0.27%	4097	19.87%
Mixed - White & Black Caribbean	4	9.30%	38	88.37%	0	0.00%	0	0.00%	1	2.33%	43	1	2.33%	10	23.26%
Mixed - White & Black African	1	4.00%	23	92.00%	0	0.00%	1	4.00%	0	0.00%	25	0	0.00%	4	16.00%
Mixed - White & Asian	6	10.91%	45	81.82%	2	3.64%	2	3.64%	0	0.00%	55	1	1.82%	6	10.91%
Any other mixed background	7	9.86%	60	84.51%	1	1.41%	3	4.23%	0	0.00%	71	0	0.00%	11	15.49%
Asian or Asian British- Indian	84	12.35%	573	84.26%	11	1.62%	12	1.76%	0	0.00%	680	1	0.15%	161	23.68%
Asian or Asian British- Pakistani	22	9.02%	202	82.79%	9	3.69%	11	4.51%	0	0.00%	244	0	0.00%	31	12.70%
Asian or Asian British- Bangladeshi	6	15.79%	32	84.21%	0	0.00%	0	0.00%	0	0.00%	38	1	2.63%	9	23.68%
Any other Asian background	10	14.93%	54	80.60%	0	0.00%	3	4.48%	0	0.00%	67	0	0.00%	15	22.39%
Black or Black British - Caribbean	17	10.30%	135	81.82%	6	3.64%	7	4.24%	0	0.00%	165	0	0.00%	50	30.30%
Black or Black British - African	11	9.91%	93	83.78%	4	3.60%	3	2.70%	0	0.00%	111	0	0.00%	29	26.13%
Any other Black background	2	33.33%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	2	33.33%
Chinese	6	12.24%	39	79.59%	1	2.04%	3	6.12%	0	0.00%	49	0	0.00%	13	26.53%
Any other ethnic group	2	5.41%	35	94.59%	0	0.00%	0	0.00%	0	0.00%	37	1	2.70%	8	21.62%
Choose not to declare	156	12.43%	1062	84.62%	8	0.64%	27	2.15%	2	0.16%	1255	3	0.24%	271	21.59%
No entry recorded	1274		13008		304		277		99		14962	100		2502	
Total known	2788	68.55%	19840	59.71%	218	40.67%	567	65.78%	54	32.14%	23467	64		4717	
Total not known	1279	31.45%	13390	40.29%	318	59.33%	295	34.22%	114	67.86%	15396	102		2507	
Overall Total	4067	10.46%	33230	85.51%	536	1.38%	862	2.22%	168	0.43%	38863	166	0.43%	7224	18.59%

Appraisal Employment Duty Monitoring 2 (3) (3)

Employee by grade	Top	% of known total	Good	% of known total	Improvem ent needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Grand Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total
O															
Not Assigned/Error	0		33		0		0		0		33	0		0	
White- any White background	2280	18.04%	9911	78.43%	75	0.59%	355	2.81%	15	0.12%	12636	17	0.13%	4251	33.64%
Mixed - White & Black Caribbean	2	12.50%	14	87.50%	0	0.00%	0	0.00%	0	0.00%	16	0	0.00%	7	43.75%
Mixed - White & Black African	2	25.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	8	0	0.00%	2	25.00%
Mixed - White & Asian	4	14.81%	22	81.48%	0	0.00%	1	3.70%	0	0.00%	27	0	0.00%	6	22.22%
Any other mixed background	13	22.03%	45	76.27%	1	1.69%	0	0.00%	0	0.00%	59	0	0.00%	21	35.59%
Asian or Asian British- Indian	60	13.04%	384	83.48%	5	1.09%	10	2.17%	1	0.22%	460	0	0.00%	150	32.61%
Asian or Asian British- Pakistani	21	28.00%	52	69.33%	1	1.33%	1	1.33%	0	0.00%	75	1	1.33%	26	34.67%
Asian or Asian British- Bangladeshi	3	17.65%	13	76.47%	0	0.00%	1	5.88%	0	0.00%	17	0	0.00%	5	29.41%
Any other Asian background	9	17.31%	41	78.85%	1	1.92%	1	1.92%	0	0.00%	52	0	0.00%	13	25.00%
Black or Black British - Caribbean	17	11.64%	121	82.88%	3	2.05%	5	3.42%	0	0.00%	146	0	0.00%	42	28.77%
Black or Black British - African	5	5.49%	80	87.91%	2	2.20%	3	3.30%	1	1.10%	91	1	1.10%	27	29.67%
Any other Black background	1	33.33%	2	66.67%	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	3	100.00%
Chinese	3	21.43%	11	78.57%	0	0.00%	0	0.00%	0	0.00%	14	0	0.00%	8	57.14%
Any other ethnic group	2	8.33%	21	87.50%	1	4.17%	0	0.00%	0	0.00%	24	0	0.00%	9	37.50%
Choose not to declare	164	16.00%	816	79.61%	9	0.88%	32	3.12%	4	0.39%	1025	3	0.29%	365	35.61%
No entry recorded	1257		7121		96		173		40		8687	22		2935	
Total known	2586	67.29%	11539	61.73%	98	50.52%	409	70.27%	21	34.43%	14653	22		4935	
Total not known	1257	32.71%	7154	38.27%	96	49.48%	173	29.73%	40	65.57%	8720	22		2935	
Overall Total	3843	16.44%	18693	79.98%	194	0.83%	582	2.49%	61	0.26%	23373	44	0.19%	7870	33.67%
HO															
Not Assigned/Error	2		7		0		2		0		11	0		2	
White- any White background	1305	21.66%	4520	75.03%	32	0.53%	155	2.57%	12	0.20%	6024	7	0.12%	2585	42.91%
Mixed - White & Black Caribbean	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	5	0	0.00%	2	40.00%
Mixed - White & Black African	2	33.33%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	5	83.33%
Mixed - White & Asian	4	25.00%	12	75.00%	0	0.00%	0	0.00%	0	0.00%	16	0	0.00%	9	56.25%
Any other mixed background	6	25.00%	17	70.83%	0	0.00%	1	4.17%	0	0.00%	24	0	0.00%	10	41.67%
Asian or Asian British- Indian	20	12.42%	138	85.71%	0	0.00%	3	1.86%	0	0.00%	161	0	0.00%	46	28.57%
Asian or Asian British- Pakistani	4	22.22%	14	77.78%	0	0.00%	0	0.00%	0	0.00%	18	0	0.00%	8	44.44%
Asian or Asian British- Bangladeshi	2	28.57%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	7	0	0.00%	1	14.29%
Any other Asian background	3	12.50%	20	83.33%	0	0.00%	1	4.17%	0	0.00%	24	0	0.00%	4	16.67%
Black or Black British - Caribbean	7	16.67%	34	80.95%	0	0.00%	1	2.38%	0	0.00%	42	0	0.00%	15	35.71%
Black or Black British - African	7	18.42%	31	81.58%	0	0.00%	0	0.00%	0	0.00%	38	1	2.63%	5	13.16%
Any other Black background	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%
Chinese	2	28.57%	5	71.43%	0	0.00%	0	0.00%	0	0.00%	7	0	0.00%	2	28.57%
Any other ethnic group	2	18.18%	9	81.82%	0	0.00%	0	0.00%	0	0.00%	11	0	0.00%	4	36.36%
Choose not to declare	94	18.99%	377	76.16%	4	0.81%	19	3.84%	1	0.20%	495	0	0.00%	221	44.65%
No entry recorded	834		3167		28		64		23		4116	11		1635	
Total known	1459	63.57%	5192	62.06%	36	56.25%	180	73.17%	13	36.11%	6880	8		2917	
Total not known	836	36.43%	3174	37.94%	28	43.75%	66	26.83%	23	63.89%	4127	11		1637	
Overall Total	2295	20.85%	8366	76.01%	64	0.58%	246	2.23%	36	0.33%	11007	19	0.17%	4554	41.37%

Appraisal Employment Duty Monitoring 2 (3) (3)

Employee by grade	Top	% of known total	Good	% of known total	Improvement needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Grand Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total
SO															
Not Assigned/Error	1		3		0		1		0		5	0		0	
White- any White background	602	26.12%	1627	70.59%	8	0.35%	64	2.78%	4	0.17%	2305	2	0.09%	802	34.79%
Mixed - White & Black Caribbean	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%	1	0	0.00%	0	0.00%
Mixed - White & Black African	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%
Mixed - White & Asian	2	33.33%	4	66.67%	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	2	33.33%
Any other mixed background	2	22.22%	5	55.56%	0	0.00%	2	22.22%	0	0.00%	9	0	0.00%	0	0.00%
Asian or Asian British- Indian	8	21.05%	29	76.32%	0	0.00%	1	2.63%	0	0.00%	38	0	0.00%	14	36.84%
Asian or Asian British- Pakistani	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Asian or Asian British- Bangladeshi	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	1	50.00%
Any other Asian background	0	0.00%	6	100.00%	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	0	0.00%
Black or Black British - Caribbean	1	8.33%	11	91.67%	0	0.00%	0	0.00%	0	0.00%	12	0	0.00%	4	33.33%
Black or Black British - African	0	0.00%	7	87.50%	1	12.50%	0	0.00%	0	0.00%	8	0	0.00%	3	37.50%
Any other Black background	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%
Chinese	3	50.00%	3	50.00%	0	0.00%	0	0.00%	0	0.00%	6	0	0.00%	2	33.33%
Any other ethnic group	3	30.00%	7	70.00%	0	0.00%	0	0.00%	0	0.00%	10	0	0.00%	4	40.00%
Choose not to declare	31	21.83%	105	73.94%	0	0.00%	6	4.23%	0	0.00%	142	0	0.00%	45	31.69%
No entry recorded	353		987		5		39		6		1390	3		473	
Total known	653	64.85%	1809	64.63%	9	64.29%	74	64.91%	4	40.00%	2549	2		878	
Total not known	354	35.15%	990	35.37%	5	35.71%	40	35.09%	6	60.00%	1395	3		473	
Overall Total	1007	25.53%	2799	70.97%	14	0.35%	114	2.89%	10	0.25%	3944	5	0.13%	1351	34.25%
Band T															
Not Assigned/Error	0		2		0		0		0		2	0		0	
White- any White background	15	4.62%	290	89.23%	5	1.54%	15	4.62%	0	0.00%	325	2	0.62%	51	15.69%
Mixed - White & Black Caribbean	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Mixed - White & Black African	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Mixed - White & Asian	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Any other mixed background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Asian or Asian British- Indian	0	0.00%	8	88.89%	0	0.00%	0	0.00%	1	11.11%	9	0	0.00%	1	1.75%
Asian or Asian British- Pakistani	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%
Asian or Asian British- Bangladeshi	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Any other Asian background	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	0	0.00%
Black or Black British - Caribbean	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	4	0	0.00%	0	0.00%
Black or Black British - African	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Any other Black background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Chinese	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	1	1.75%
Any other ethnic group	0	0.00%	1	50.00%	0	0.00%	1	50.00%	0	0.00%	2	0	0.00%	0	0.00%
Choose not to declare	3	6.98%	36	83.72%	1	2.33%	3	6.98%	0	0.00%	43	0	0.00%	4	7.02%
No entry recorded	19		204		6		11		1		241	0		34	
Total known	18	48.65%	348	62.82%	6	50.00%	19	63.33%	1	50.00%	392	2		57	
Total not known	19	51.35%	206	37.18%	6	50.00%	11	36.67%	1	50.00%	243	0		34	
Overall Total	37	5.83%	554	87.24%	12	1.89%	30	4.72%	2	0.31%	635	2	0.31%	91	14.33%

Appraisal Employment Duty Monitoring 2 (3) (3)

Employee by grade	Top	% of known total	Good	% of known total	Improvement needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Grand Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total
G7															
Not Assigned/Error	1		8		0		1		1		11	0		0	
White- any White background	371	26.65%	978	70.26%	4	0.29%	33	2.37%	6	0.43%	1392	3	0.22%	512	36.78%
Mixed - White & Black Caribbean	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	2	66.67%
Mixed - White & Asian	0	0.00%	3	100.00%	0	0.00%	0	0.00%	0	0.00%	3	0	0.00%	1	33.33%
Any other mixed background	4	57.14%	2	28.57%	0	0.00%	1	14.29%	0	0.00%	7	0	0.00%	4	57.14%
Asian or Asian British- Indian	2	8.00%	21	84.00%	0	0.00%	1	4.00%	1	4.00%	25	0	0.00%	4	16.00%
Asian or Asian British- Pakistani	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	1	50.00%
Any other Asian background	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	4	0	0.00%	0	0.00%
Black or Black British - Caribbean	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	5	0	0.00%	1	20.00%
Black or Black British - African	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	1	100.00%
Chinese	0	0.00%	4	100.00%	0	0.00%	0	0.00%	0	0.00%	4	0	0.00%	1	25.00%
Any other ethnic group	1	20.00%	3	60.00%	0	0.00%	1	20.00%	0	0.00%	5	0	0.00%	3	60.00%
Choose not to declare	24	22.02%	80	73.39%	2	1.83%	3	2.75%	0	0.00%	109	0	0.00%	27	24.77%
No entry recorded	207		520		7		20		4		758	3		273	
Total known	404	66.01%	1104	67.65%	6	46.15%	39	65.00%	7	58.33%	1560	3		557	
Total not known	208	33.99%	528	32.35%	7	53.85%	21	35.00%	5	41.67%	769	3		273	
Overall Total	612	26.28%	1632	70.07%	13	0.56%	60	2.58%	12	0.52%	2329	6	0.26%	830	35.64%
G6															
Not Assigned/Error	0		2		0		0		0		2	0		1	
White- any White background	213	33.44%	406	63.74%	1	0.16%	15	2.35%	2	0.31%	637	0	0.00%	189	29.67%
Mixed - White & Black Caribbean	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	1	50.00%
Mixed - White & Asian	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Any other mixed background	0	0.00%	4	80.00%	0	0.00%	1	20.00%	0	0.00%	5	0	0.00%	2	40.00%
Asian or Asian British- Indian	2	25.00%	6	75.00%	0	0.00%	0	0.00%	0	0.00%	8	0	0.00%	3	37.50%
Asian or Asian British- Pakistani	0	0.00%	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	0	0.00%	1	50.00%
Asian or Asian British- Bangladeshi	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Black or Black British - Caribbean	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Black or Black British - African	1	20.00%	4	80.00%	0	0.00%	0	0.00%	0	0.00%	5	0	0.00%	0	0.00%
Chinese	0	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	0	0.00%	0	0.00%
Choose not to declare	21	25.00%	58	69.05%	1	1.19%	4	4.76%	0	0.00%	84	0	0.00%	19	22.62%
No entry recorded	122		238		3		11		0		374	0		92	
Total known	238	66.11%	485	66.90%	2	40.00%	20	64.52%	2	100.00%	747	0		215	
Total not known	122	33.89%	240	33.10%	3	60.00%	11	35.48%	0	0.00%	376	0		93	
Overall Total	360	32.06%	725	64.56%	5	0.45%	31	2.76%	2	0.18%	1123	0	0.00%	308	27.43%
Total	13717	14.38%	77943	81.74%	1075	1.13%	2265	2.38%	358	0.38%	95358	307	0.32%	25984	27.25%

Appendix 19b. Appraisal Employment Duty Monitoring 2 (3) (3)

Ethnicity	All Staff												
	Top	% of Known Total	Good	% of Known Total	Improvement Needed	% of known total	Formal Poor Performance	% of Known Total	Not assigned	% of Known Total	Total	Promotion Marking	% of Known Total
Not assigned/error	16		679		17		23		30		765	21	
Any White Background	7804	15.93%	39578	80.78%	370	0.76%	106	0.22%	1135	2.32%	48993	13960	28.49%
White & Black Caribbean	8	9.09%	77	87.50%	0	0.00%	1	1.14%	2	2.27%	88	27	30.68%
White & Black African	5	10.64%	41	87.23%	0	0.00%	0	0.00%	1	2.13%	47	13	27.66%
White & Asian	16	13.45%	99	83.19%	2	1.68%	0	0.00%	2	1.68%	119	26	21.85%
Other Mixed Background	32	16.93%	146	77.25%	3	1.59%	0	0.00%	8	4.23%	189	49	25.93%
Asian or Asian British - Indian	207	12.78%	1362	84.07%	20	1.23%	3	0.19%	28	1.73%	1620	471	29.07%
Asian or Asian British - Pakistani	51	11.97%	350	82.16%	13	3.05%	1	0.23%	11	2.58%	426	84	19.72%
Asian or Asian British - Bangladeshi	13	14.61%	75	84.27%	0	0.00%	0	0.00%	1	1.12%	89	26	29.21%
Other Asian Background	28	15.22%	148	80.43%	3	1.63%	0	0.00%	5	2.72%	184	46	25.00%
Black or Black British - Black Caribbean	50	11.76%	347	81.65%	11	2.59%	1	0.24%	16	3.76%	425	121	28.47%
Black or Black British - Black African	25	8.68%	249	86.46%	7	2.43%	2	0.69%	5	1.74%	288	69	23.96%
Other Black	3	25.00%	9	75.00%	0	0.00%	0	0.00%	0	0.00%	12	6	50.00%
Chinese	13	14.13%	77	83.70%	1	1.09%	0	0.00%	1	1.09%	92	26	28.26%
Other Ethnic Group	15	13.64%	93	84.55%	1	0.91%	0	0.00%	1	0.91%	110	39	35.45%
Choose not to declare	503	15.49%	2628	80.91%	26	0.80%	6	0.18%	85	2.62%	3248	987	30.39%
No entry recorded	4946		32168		605		219		676		38614	10072	
Total known	8773		45279		457		120		1301		55930	15950	
Total not known	4962		32847		622		242		706		39379	10093	
Overall Total	13735	14.41%	78126	81.97%	1079	1.13%	362	0.38%	2007	2.11%	95309	26043	27.32%

Ethnicity	Ethnic Minority	%	White	%	No Entry	%	Total	%
Top	466	13%	7,804	16%	5,465	13%	13,735	14%
Good	3,073	83%	39,578	81%	35,475	83%	78,126	82%
Needs improvement	61	2%	370	1%	648	2%	1,079	1%
Formal poor performance	8	0%	106	0%	248	1%	362	0%
No assessment	81	2%	1,135	2%	791	2%	2,007	2%
Total	3,689	100%	48,993	100%	42,627	100%	95,309	100%

1. This table enables us to compare the counts and percentages of staff by box-marking within ethnic minority, white and no entry categories.
2. The 2006-07 results show that 13% of ethnic minority, 16% of white and 6% of no entry staff received a 'top' marking.
3. The 2005-06 results showed that 10% of ethnic minority, 14% of white and 10% of unknown categories received a 'top' marking.
4. The shift from 10% to 13% top markings for ethnic minority staff shows an increase in top markings of 30%.
5. The shift from 14% to 16% top markings for white staff shows an increase in top markings of 14%.
6. The shift from 10% to 13% top markings for no entry staff shows an increase in top markings of 30%.
7. The results indicate that staff who made no entry were less likely to get a top marking than staff who declared themselves as ethnic minority or white.

Nationality

EMPLOYMENT DUTY MONITORING	ALL STAFF													Results of Performance Appraisal for 2006/07			
	Top	% of known total	Good	% of known total	Improvement needed	% of known total	Not assigned	% of known total	Not Applicable	% of known total	Total	Subject to poor performance procedures	% of known total	Promotion marking	% of known total		
Blank	16		660		17		35		23		751	2		21			
British or Mixed British	2688	15.57%	13935	80.69%	211	1.22%	373	2.16%	62	0.36%	17269	50	0.29%	5203	30.13%		
English	6829	15.84%	34760	80.64%	399	0.93%	986	2.29%	133	0.31%	43107	117	0.27%	12485	28.96%		
Irish	189	14.70%	1039	80.79%	14	1.09%	38	2.95%	6	0.47%	1286	5	0.39%	458	35.61%		
Scottish	1191	13.12%	7502	82.65%	76	0.84%	281	3.10%	27	0.30%	9077	28	0.31%	2075	22.86%		
Welsh	494	13.39%	3060	82.95%	38	1.03%	88	2.39%	9	0.24%	3689	13	0.35%	902	24.45%		
Other National Identity	75	11.33%	564	85.20%	13	1.96%	10	1.51%	0	0.00%	662	2	0.30%	168	25.38%		
Irish Traveller community	1	4.00%	24	96.00%	0	0.00%	0	0.00%	0	0.00%	25	0	0.00%	5	20.00%		
Choose not to declare	2227	11.53%	16286	84.33%	305	1.58%	400	2.07%	95	0.49%	19313	89	0.46%	4636	24.00%		
Total known	13694		77170		1056		2176		332		94428	304		25932			
Total not known	16		660		17		35		23	3.06%	751	2		21			
Overall Total (inc. unknowns and choose not to declare)	13710	14.40%	77830	81.77%	1073	1.13%	2211	2.32%	355	0.37%	95179	306	0.32%	25953	27.27%		