

Rochdale Metropolitan Borough Council

Success rates of applicants

Introduction

This document presents the data monitoring reports taken from the 'Your Council Jobs' website from the period 28th April 2010 to 24th January 2012. There were a total of 3089 applications received during this time and the information provided in the tables below show the proportions of applications by Gender, Age, Disability and Ethnicity. It is not compulsory to declare any of this data in order for the application to be processed and as such is recorded as blank/prefer not to state.

Applicants by Gender								
Gender	No. applications received	%	No. applicants shortlisted	%	No. applicants offered a position	%	No. applicants appointed to a post	%
Blank	26	1%	7	1%	1	1%	1	1%
Female	1896	61%	513	70%	45	60%	45	62%
Male	1171	38%	212	29%	29	39%	27	37%
Prefer Not To State	5	0%	0	0%	0	0%	0	0%
	3098	100%	732	100%	75	100%	73	100%

The statistics on the number of applications received by gender shows that a higher proportion of females are applying for jobs than males, 61% and 38% respectively. There are slight variances between the proportions of candidates shortlisted and offered a position compared with the applications received however, overall the numbers of males and females successfully appointed reflects those who applied.

Applicants by Age								
Age Band	No. applications received	%	No. applicants shortlisted	%	No. applicants offered a position	%	No. applicants appointed to a post	%
Blank	1251	40%	58	8%	9	12%	8	11%
16-24	352	11%	116	16%	10	13%	10	14%
25-34	575	19%	226	31%	27	36%	26	36%
35-44	463	15%	173	24%	19	25%	19	26%
45-54	341	11%	118	16%	8	11%	8	11%
55-64	86	3%	33	5%	2	3%	2	3%
65-74	1	0%	0	0%	0	0%	0	0%
75	29	1%	8	1%	0	0%	0	0%
	3098	100%	732	100%	75	100%	73	100%

The statistics on the number of applications received by age shows that the highest proportion of applicants were between the ages 25-34. This was further reflected in the proportion of applicants shortlisted, offered a position and successfully appointed which was around one third of all the age brackets. The data shows that successful appointments were greater in the age categories 16-24, 25-34 and 35-44 and lower in the age categories 65-74 and 75+.

Applicants by Disability								
Disability	No. applications received	%	No. applicants shortlisted	%	No. applicants offered a position	%	No. applicants appointed to a post	%
Blank	39	1%	14	2%	2	3%	2	3%
No	2934	95%	698	95%	72	96%	70	96%
Yes	125	4%	20	3%	1	1%	1	1%
	3098	100%	732	100%	75	100%	73	100%

The number of applicants declaring a disability was 4% compared with the number of non-disabled applicants at 95%. The proportion of disabled applicants shortlisted, offered a job and successfully appointed was lower than the proportion of disabled applicants by up to 3%.

Applicants by Ethnic Origin								
Ethnic Origin	No. applications received	%	No. applicants shortlisted	%	No. applicants offered a position	%	No. applicants appointed to a post	%
Blank	26	1%	6	1%	0	0%	0	0%
Asian or Asian British - Bangladeshi	62	2%	10	1%	1	1%	1	1%
Asian or Asian British - Indian	47	2%	7	1%	1	1%	1	1%
Asian or Asian British - Kashmiri	29	1%	9	1%	2	3%	2	3%
Asian or Asian British - Other Asian	16	1%	4	1%	0	0%	0	0%
Asian or Asian British - Pakistani	255	8%	55	8%	5	7%	5	7%
Black or Black British - African	150	5%	22	3%	0	0%	0	0%
Black or Black British - British	20	1%	0	0%	0	0%	0	0%
Black or Black British - Caribbean	24	1%	6	1%	0	0%	0	0%
Black or Black British - Other black	11	0%	5	1%	0	0%	0	0%
Chinese or other - Chinese	12	0%	2	0%	0	0%	0	0%
Chinese or other - Other ethnic group	4	0%	0	0%	0	0%	0	0%
Mixed - Other mixed	14	0%	6	1%	0	0%	0	0%
Mixed - White and Bangladeshi	2	0%	0	0%	0	0%	0	0%
Mixed - White and Black African	9	0%	1	0%	0	0%	0	0%
Mixed - White and Black Caribbean	32	1%	8	1%	0	0%	0	0%
Mixed - White and Indian	10	0%	4	1%	0	0%	0	0%
Mixed - White and Pakistani	4	0%	0	0%	0	0%	0	0%
Prefer Not To State	34	1%	7	1%	3	4%	3	4%
White - British	2235	72%	565	77%	61	81%	59	81%
White - Irish	30	1%	4	1%	1	1%	1	1%
White - Other White	25	1%	4	1%	0	0%	0	0%
White - Other White European	26	1%	5	1%	1	1%	1	1%

White - Polish	21	1%	2	0%	0	0%	0	0%
	3098	100%	732	100%	75	100%	73	100%

The highest proportions of applicants were from a White British background at 72%, the next largest group was those from a Pakistani background at 8%. The data shows that the proportion of successfully appointed candidates was greater for those from a White British background and a Kashmiri background compared with the proportion of applicants. The remaining ethnic categories show either a constant or a decline in the proportion of appointed candidates.

Data source – Your Council Jobs 28th April 2010 – 24th January 2012