Response to Request for Information

Reference:	FOI 866784
Date:	7 November 2018

Recruitment data

Recruitment Applications by Ethnicity and Pay Grade

I would like to know if Cambridgeshire County Council can provide data on job applications received during Apr 2016 - Mar 2017 and Apr 2017 - Mar 2018 by ethnicity and pay grade 1. English/Welsh/Scottish/Northern Irish/British 2. Irish 3. Gypsy or Irish Traveller 4. Any other White background, please describe Mixed/Multiple ethnic groups 5. White and Black Caribbean 6. White and Black African 7. White and Asian 8. Any other Mixed/Multiple ethnic background, please describe Asian/Asian British 9. Indian 10. Pakistani 11. Bangladeshi 12. Chinese 13. Any other Asian background, please describe Black/ African/Caribbean/Black British 14. African 15. Caribbean 16. Any other Black/African/Caribbean background, please describe Other ethnic group 17. Arab 18. Any other ethnic group, please describe

I would like this to be supplied as a spreadsheet with spinal column and salary in Columns A & B and the necessary rows beginning from spinal point 7 and to 999 as the document on Suffolk's website. Then columns C and D to indicate gender and columns E and further to be the ethnicity group. The time period can be as of today (ie real time). Finally I would like to know what ethnicity was successful for the job application.

We can confirm that we do not hold this specific information for the financial years requested. We only retain data of unsuccessful applicants for six months, therefore we do not hold the requested information. It should be noted also that the ethnicity data we do record about applicants is stored to show the ethnicity category and whether they were successful or not, so the more recent data we do hold (outside of the scope of this current request) is not recorded in a reportable way that would indicate the gender of the applicant or the payscale of the post applied for. We can provide a breakdown of the recent applicant data showing the ethnicity category of applicants and whether they were successful or not if this is requested.