



## Equality and Diversity – Employment-related information

One of the specific duties under the Race Relations (Amendment) Act 2004 is to monitor a small range of employment-related information by racial group. Similar provisions exist for disability, (equality monitoring data required under the Disability Discrimination Act 2005) and sex (equality monitoring data required under the Gender Equality Duty, Sex Discrimination Act 2005).

Set out in the tables below is the information required to meet DCMS' commitment to the specific duties.

### Human Resources - Staff Outcomes 2009 - 2010 (1<sup>st</sup> April 2009 – 31<sup>st</sup> March 2010)

	Total no.	Women	Ethnic minority	Disabled
<i>Staff in Post</i>				
	484	47% (219)	11% (52)	2.8% (13)
<i>Recruitment by applicants, success at interview</i>				
Applicants	1197	45.6% (547)	15.8%(190)**	1.9% (23)**
Success at final interview	60 (5%)	56% (34)	10% (6)**	1.66% (1)
<i>Promotions and Postings</i>				
Promoted	37	13.2% (16)	8.1% (3)**	4% (6)**
Posted to SCS	10.8% (4)	40% (2)	20% (1)**	0% (0)**
<i>Leavers</i>				
Leavers	57	59.6% (34)	1.7% (1)**	3.5% (2)**
<i>Formal Grievances and Disciplinary Action</i>				
Grievances	0	1	0	0
Disciplinary Action	0	0	0	0
<i>Training Attendance</i>				
Attendance	265*	Number: 120 (45.3%)	Number: 33 (12.5%)**	Number: 5 (2%)**
<i>Performance Appraisal Outcomes</i>				
Successful	417	189 (45%)	47(11%)**	13 (3)%**
Needs to Improve	n/a	n/a	n/a	n/a**

**Department for Culture, Media and Sport**

\* This figure reflects the number of individuals that have attended at least one training event. The total training attendances for the 2009/10 financial year are 323 therefore indicating that individuals have attended more than one training course.

\*\*Ethnic Minority is interpreted as those who declare themselves as other than White. 12.5% of the 265 attendance figure have not declared. 2% have preferred not to say.

Disabled % shows those who actually declare a disability.

**Human Resources - Staff Outcomes 2008-2009  
(1<sup>st</sup> April 2008 – 31<sup>st</sup> March 2009)**

	Total no.	Women	Ethnic minority	Disabled
<i>Staff in Post</i>				
	467	47% (219)	11% (52)	3% (13)
<i>Recruitment by applicants, success at interview</i>				
Applicants	119	29% (342)	11%(128)**	2% (27)**
Success at final interview	71 (6%)	31%(22)	13% (9)**	(0)
<i>Promotions and Postings</i>				
Promoted	153	51% (78)	18% (27)**	4% (6)**
Posted to SCS	11(7%)	55% (6)	9% (1)**	9% (1)**
<i>Leavers</i>				
Leavers	80	49%	11%**	4%**
<i>Formal Grievances and Disciplinary Action</i>				
Grievances	0	1	0	0
Disciplinary Action	0	0	0	0
<i>Training Attendance</i>				
Attendance	403*	48%	11%**	3.5%**
<i>Performance Appraisal Outcomes</i>				
Successful	435	199 (46%)	51(12%)**	14(3)%**
Needs to Improve	n/a	n/a	n/a	n/a**

\* This figure reflects the number of individuals that have attended at least one training event. The total training attendances for the 2008/09 financial year are therefore indicating that individuals have attended more than one training course.

\*\* % of people with declared ethnicity and disability