

RECRUITMENT AND RETENTION ANALYSIS

1. ANALYSIS OF APPLICATIONS RECEIVED THROUGH TO INTERVIEW BY ETHNICITY (2017/18)

City Council	Applications Received		Interviewed		Appointed		Candidate Withdrew	
	Number	% Received	Number	% Group	Number	% Group	Number	% Group
White Applicants	1209	78	512	42	89	7	37	3
BAME	332	22	119	36	15	5	13	4
Total:	1541		631		104		50	

Direct Services	Applications Received		Interviewed		Appointed		Candidate Withdrew	
	Number	% Received	Number	% Group	Number	% Group	Number	% Group
White Applicants	457	77	320	70	86	19	27	6
BAME	134	23	64	48	10	7	5	4
Total:	591		384		96		32	

2. LOCATION OF APPLICANTS

Applicants by Postcode (City Council Vacancies)

Applicant	Total
Lives inside Central Oxford	2259
Lives outside Central Oxford	2976
Total:	5235

Applicants by Postcode (Direct Services Vacancies)

Applicant	Total
Lives inside Central Oxford	1492
Lives outside Central Oxford	1424
Total:	2916

3. LOCATION OF STAFF

Oxford City Council

Applicant	Total
Lives inside Central Oxford	254
Lives outside Central Oxford	424
Total:	678

Direct Services

Applicant	Total
Lives inside Central Oxford	334
Lives outside Central Oxford	317
Total:	651

4. STAFF TURNOVER

Oxford City Council

Ethnicity	Number	%
BAME	7	8.5%
White	64	78%
Not Specified	11	13.5%
Total:	82	
Average Staff Turnover		12.1%

Oxford Direct Services

Ethnicity	Number	%
BAME	5	7.3
White	54	78.3
Not Specified	10	14.4
Total:	69	
Average Staff Turnover		10.6%

5. ECONOMICALLY ACTIVE BAME & WHITE OTHER GROUPS (OX1 to OX4)

	% of economically active who are BME	% of economically active who are White Other
Oxford City wards in OX1	17%	19%
Oxford City wards in OX2	11%	19%
Oxford City wards in OX3	20%	13%
Oxford City wards in OX4	21%	14%
Grand Total	19%	15%

**6. ANALYSIS OF COMMUNITY SERVICES RECRUITMENT SCHEMES
2017/18**

Applicants from BAME Groups

Requisition Ref	Appl'ns Rec'd	Interviewed	Appointed	Withdrawn	% Applic'ns Received		
					Interviewed	Appointed	Withdrawn
001314	8	4	1	0	50%	12%	0%
001345	5	3	0	0	60%	0%	0%
Totals:	13	7	1	0			
		58%	8%	0%			

Applicants from White Groups

Requisition Ref	Appl'ns Rec'd	Interviewed	Appointed	Withdrawn	% Applic'ns Received		
					Interviewed	Appointed	Withdrawn
001314	5	1	0	0	20%	0%	0%
001345	16	9	1	0	56%	6%	0%
Totals:	21	10	1	0			
		48%	5%	0%			

Note: 36 schemes reached appointment stage

**7. ANALYSIS OF HOUSING SERVICES RECRUITMENT SCHEMES
2017/18**

Applicants from BAME Groups

Requisition Ref	App'l'ns Rec'd	Interviewed	Appointed	Withdrew	% Applic'ns Received		
					Interviewed	Appointed	Withdrew
001351	1	1	0	0	100%	0%	0%
001346	5	3	0	0	60%	0%	0%
Totals:	6	4	0	0			
		66%	0%	0%			

Applicants from White Groups

Requisition Ref	App'l'ns Rec'd	Interviewed	Appointed	Withdrew	% Applic'ns Received		
					Interviewed	Appointed	Withdrew
001351	3	3	0	0	100%	0%	0%
001346	5	2	0	0	40%	0%	0%
Totals:	8	5	0	0			
		63%	0%	0%			

Note: 16 schemes reached appointment stage

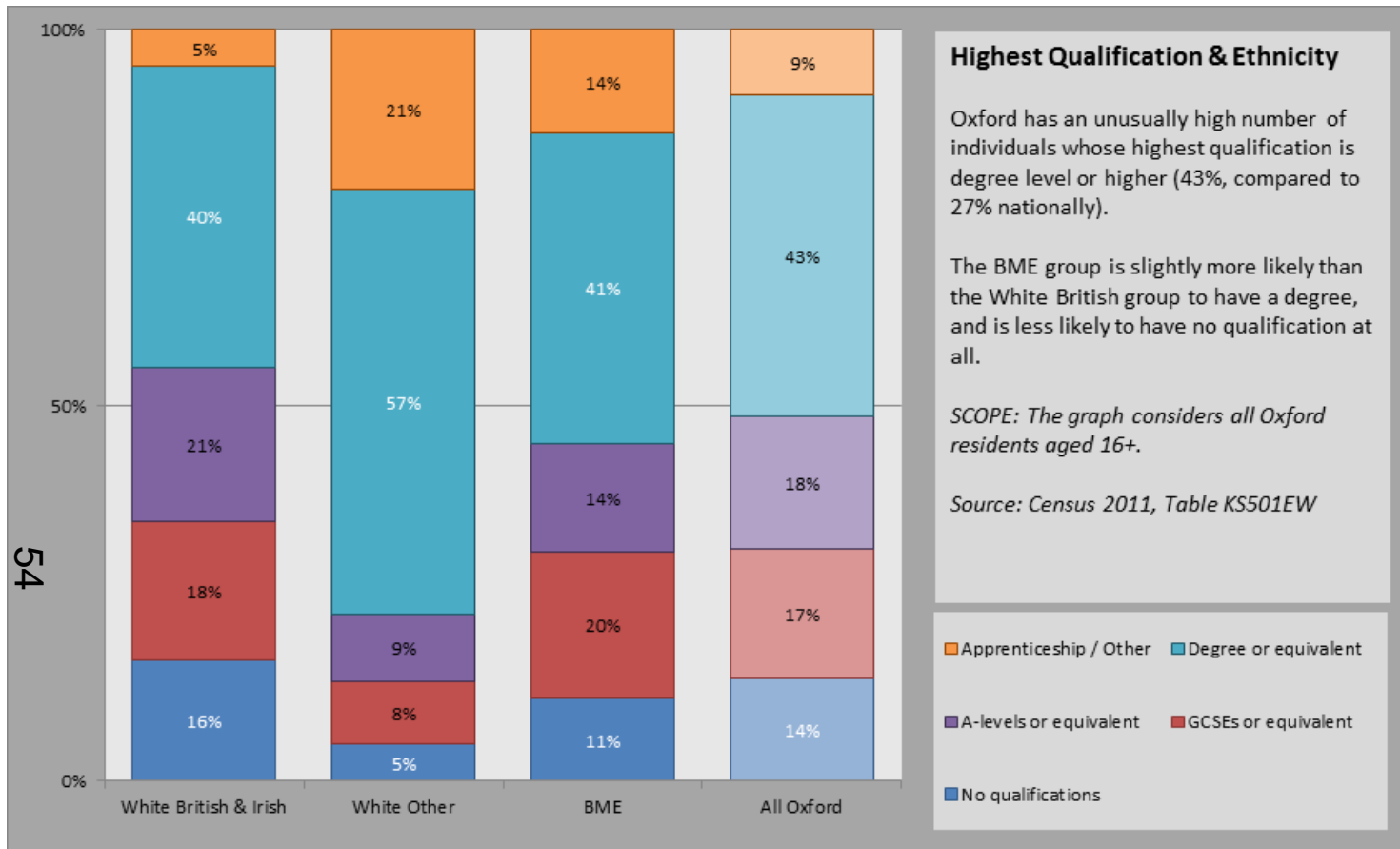
8. COMMUNITY SERVICES: SAMPLE RECRUITMENT SCHEME ANALYSIS

Service Area	Requisition Reference	Job title	Grade	Hours	Internal/External	Advertised	Shortlisting receipt	Interview details
Community Services	001314	VAWG Strategic Officer	7	37	External	OCC website; Distribution email; Universal jobmatch; Auto post to Indeed	06/02/2018	<p>10 minute presentation:</p> <p>This post will sit in Oxford City Council but will be overseen by a Thames Valley BAMER Board and supported by 6 BAMER support workers who will be based in local specialist services. We would like you to give a 10 minute presentation outlining your work plan, titled 'My First Three Months in Post'.</p> <p>45 minute competency interview and completion of psychometric questions. This will enable essential criteria on JD to be assessed for the role: technical knowledge, investigative skills. Additionally it will demonstrate organisational skills and ability to meet priorities against key deadlines.</p> <p>45 minute interview will consist of 8 - 10 questions, incorporating environmental crime and Anti-social behaviour and questions to establish partnership working knowledge, team working and alignment with corporate values and behaviours.</p>
Community Services	001345	Performance and Impact Officer	6	37	External	OCC website; Distribution email; Universal jobmatch; Auto post to Indeed	26/03/2018	<p>Your interview will consist of a test lasting 35 minutes and you will be notified of the topic on the day. The test will include paper and computer based elements.</p> <p>This will be followed by a question and answer session lasting approximately 55 minutes.</p>

9. HOUSING SERVICES: SAMPLE RECRUITMENT SCHEME ANALYSIS

Service Area	Requisition Reference	Job title	Grade	Hours	Internal/External	Advertised	Shortlisting receipt	Interview details
Housing	001351	Tenancy Management Support Officer	5	37	Internal	OCC website only	04/04/2018	Your assessment will last 45 minutes and will consist of a 30 minute face to face interview followed by a 15 minute computer based test.
Housing	001346	Energy Advice Officer	6	37	External	OCC website; Distribution email; Universal jobmatch; Auto post to Indeed	20/03/2018	Your assessment will consist of a 30 minute job related test followed by a 1 hour panel interview.

10. OXFORD POPULATION DATA: HIGHEST QUALIFICATION HELD



This bar chart indicates that there is a well-qualified local labour market, which suggests that there should be a consistent level of applications from all ethnic groups [i.e. BAME and White] across most of the roles advertised by the Council, with the exception of jobs that require a specific technical or professional qualification as an essential criterion in the person specification for the job.