

**Link/Career Grade Progression Based on Assessment Criteria
1st January to 31st December 2013**

Authority Wide

Total No of Actual Staff on Scheme: 210	A - Actual Staff on Scheme		B - Progressed by Assessment		C - Not Progressed by Assessment		D - Not Progressed (Other Reasons*)	
	Number in Band	%	Number in Band	%	Number in Band	%	Number in Band	%
White	146	69.52%	135	68.53%	0	0.00%	11	84.62%
Mixed	2	0.95%	2	1.02%	0	0.00%	0	0.00%
Asian or Asian British	46	21.90%	45	22.84%	0	0.00%	1	7.69%
Black or Black British	7	3.33%	6	3.05%	0	0.00%	1	7.69%
Other Ethnic Groups	1	0.48%	1	0.51%	0	0.00%	0	0.00%
Not Stated	8	3.81%	8	4.06%	0	0.00%	0	0.00%
Totals	210	100.00%	197	100.00%	0	0.00%	13	100.00%
Up to Scale 3 (Include former Manual Workers)	12	5.71%	8	4.06%	0	0.00%	4	30.77%
Scale 4-6	41	19.52%	39	19.80%	0	0.00%	2	15.38%
SO1-PO1	32	15.24%	32	16.24%	0	0.00%	0	0.00%
PO2-PO6	28	13.33%	25	12.69%	0	0.00%	3	23.08%
Over PO6	16	7.62%	12	6.09%	0	0.00%	4	30.77%
Not stated	81	38.57%	81	41.12%	0	0.00%	0	0.00%
Totals	210	100.00%	197	100.00%	0	0.00%	13	100.00%
Age - Up to & inc 19	1	0.48%	0	0.00%	0	0.00%	1	7.69%
20-29	27	12.86%	27	13.71%	0	0.00%	0	0.00%
30-39	76	36.19%	74	37.56%	0	0.00%	2	15.38%
40-49	64	30.48%	57	28.93%	0	0.00%	7	53.85%
50-59	33	15.71%	30	15.23%	0	0.00%	3	23.08%
60 and over	6	2.86%	6	3.05%	0	0.00%	0	0.00%
Not stated	3	1.43%	3	1.52%	0	0.00%	0	0.00%
Totals	210	100.00%	197	100.00%	0	0.00%	13	100.00%
Male	58	27.62%	54	27.41%	0	0.00%	4	30.77%
Female	152	72.38%	143	72.59%	0	0.00%	9	69.23%
Not stated	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Totals	210	100.00%	197	100.00%	0	0.00%	13	100.00%
Staff Without Disability	190	90.48%	178	90.36%	0	0.00%	12	92.31%
Staff With Disability	12	5.71%	11	5.58%	0	0.00%	1	7.69%
Not stated	8	3.81%	8	4.06%	0	0.00%	0	0.00%
Totals	210	100.00%	197	100.00%	0	0.00%	13	100.00%
Part Time	38	18.10%	36	18.27%	0	0.00%	2	15.38%
Full Time	162	77.14%	151	76.65%	0	0.00%	11	84.62%
Not stated	10	4.76%	10	5.08%	0	0.00%	0	0.00%
Totals	210	100.00%	197	100.00%	0	0.00%	13	100.00%