

Appendix 2: Black and Minority Ethnic Representation

By Department:

MPS Average	=	23%		
Finance Services	=	25%	Variance on MPS average =	+2%
Procurement Services	=	14%	Variance on MPS average =	-9%
Property Services	=	17%	Variance on MPS average =	-6%
Resources Directorate	=	19%	Variance on MPS average =	-4%

By Pay Band:

Finance Services

Pay Group 4+	=	0%
Band S	=	11%
Band A	=	0%
Band U	=	28%
Band B	=	30%
Band C	=	10%
Band M	=	100%
Band V	=	0%
Band P	=	100%
Band N	=	50%
Band D	=	36%
Band K	=	0%
Band E	=	27%
Band F	=	0%
Band G	=	100%
Graduate Trainees	=	9%

Procurement Services:

Pay Group 4+	=	0%
Band S	=	100%
Band A	=	0%
Band B	=	0%
Band C	=	10%
Band V	=	0%
Band D	=	33%
Band E	=	33%

Property Services:

Pay Group 4+	=	0%
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Band S	=	20%
Band A	=	0%
Band B	=	0%
Band C	=	15%
Band M	=	0%
Band V	=	8%
Band P	=	16%
Band N	=	0%
Band D	=	15%
Band K-	=	0%
Band E	=	18%
Band F	=	70%
Band G	=	26%

Resources Directorate:

Pay Group 4+	=	0%
Band S	=	20%
Band A	=	0%
Band U	=	28%
Band B	=	8%
Band C	=	11%
Band M	=	50%
Band V	=	7%
Band P	=	20%
Band N	=	40%
Band D	=	28%
Band K	=	0%
Band K-	=	0%
Band E	=	24%
Band F	=	64%
Band G	=	28%
Graduate Trainees	=	9%