

Equality Monitoring Data of Applicants and Trainees for 2009/2010 Training Programmes

	<i>Applicants (n=804)</i>	<i>Trainees (n=289)</i>
gender		
• female	43.4	56.1
• male	56.6	43.9
disability		
• without	99.5	99.3
• with	0.5	0.7
• undisclosed	0	0
ethnicity		
• White	52.5	75.4
• African	4.2	2.1
• Bangladeshi	0.6	0.3
• Caribbean	0.2	0
• Chinese	3.0	1.7
• Filipino	0.1	0
• Indian	20.6	11.8
• Pakistani	10.6	4.2
• Mixed Ethnic Group	1.4	1.0
• Other	6.7	3.5
religion		
• Protestant	24.1 [48.9]	33.6 [48.5]
• Roman Catholic	23.1 [51.1]	35.6 [51.5]
• Neither	52.4	30.4
• non-completion	0.4	0.3
marital status		
• single	55.5	69.2
• married	42.5	29.1
• other	2.0	1.7
age		
• average age	30.2	28.6

Table 1: Section 75 Monitoring Data for All Applicants and All Trainees to the 2009/2010 Training Programmes (N.B.: all figures in % apart from age; figures for Protestant and Roman Catholics in italics indicate share of those determined)

1 Equality profile of trainees

The data reveals the following characteristics of trainees:

- A slight majority of trainees are female (56.1%).
- Only a very small share of trainees have disclosed that they have a disability (0.7%).
- Trainees are ethnically diverse with those from Indian (11.8%) and Pakistani (4.2%) backgrounds constituting the greatest share of those from minority ethnic backgrounds. Nevertheless $\frac{3}{4}$ of trainees are from White backgrounds. Given that data on nationality was not collected, however, it is impossible to determine the share of non-UK citizens amongst these (such as trainees from Eastern European nations).
- Amongst those who have indicated their religious affiliation as either Protestant or Roman Catholic, Roman Catholics are in the majority (51.5% vs. 48.5%). It must be borne in mind, however, that nearly $\frac{1}{3}$ of all trainees describe their background as 'neither' or did not provide information (30.4%).
- Less than $\frac{1}{3}$ (29.1%) of applicants are married.
- The average age of trainees is just under 29 years (28.6).

The comparison with monitoring data for applicants and trainees for the 2007/2008 training programmes shows the following trends:

- The gender profile has tipped from a slight majority of males to a majority of females.
- The share of trainees who indicate that they have a disability has increased slightly.

The religious profile does not suggest any substantial changes over time. Similarly, the average age of trainees has remained fairly constant.

Comparisons of ethnic or race data between the most recent intake and that for 2007/2008 are not meaningful, given the fundamentally different categorisations employed.

Data on marital status was not collected in the previous monitoring exercise. Conversely, the most recent intake of trainees was not asked to indicate their sexual orientation.

2 Comparing the equality profile of trainees and applicants

A first comparison with the pool of applicants suggests the following features:

- it appears that females are more likely to become trainees
- applicants from minority ethnic backgrounds seem much less likely to become trainees than their white counterparts
- there appear to be few differences between the share of Protestants applying and their share of those who become trainees (amongst all those who describe their religious affiliation as either Protestant or Roman Catholic)
- married applicants seem less likely to become trainees than their single counterparts
- on the average those applicants who become trainees are younger than the average applicant (28.6 vs. 30.2 years).

The comparison with monitoring data for applicants and trainees for the 2007/2008 training programmes shows the following trends:

- the greater likelihood of female applicants to become trainees over those of male applicants is increasing
- the differential in age between applicants and trainees is slightly decreasing