

Adjudication Panel Recruitment Diversity Report

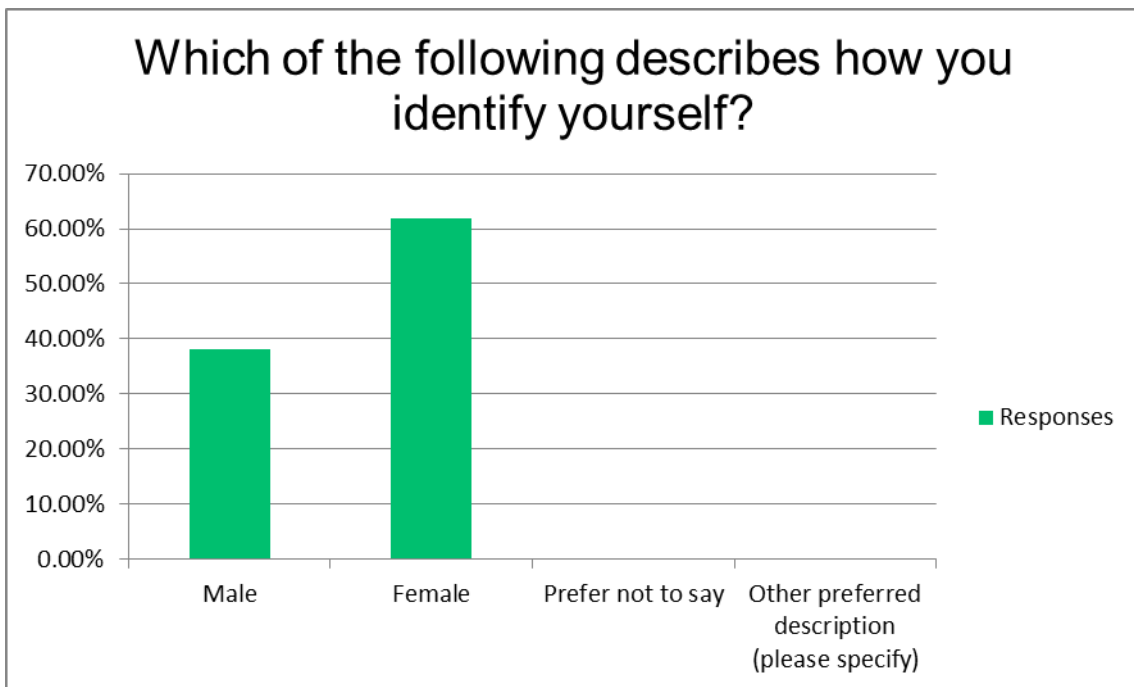
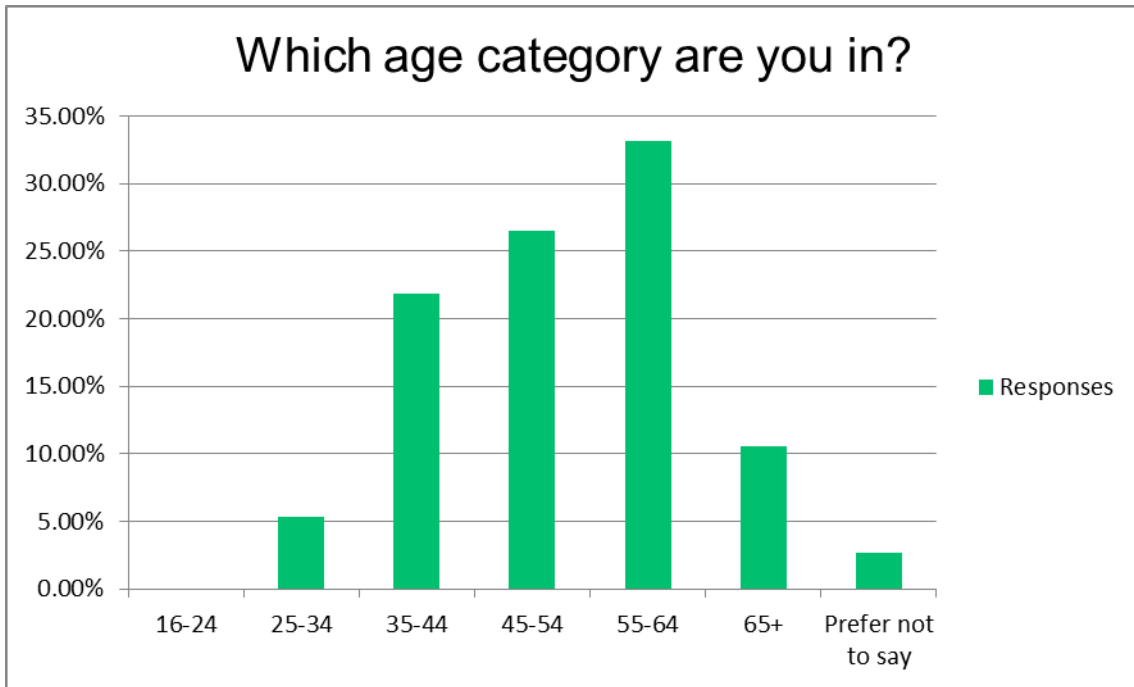
Recruitment for vacancies for membership of the independent Adjudication Panel took place in March/April 2019. The CLC conducted a diversity monitoring exercise as part of the Adjudication Panel recruitment process.

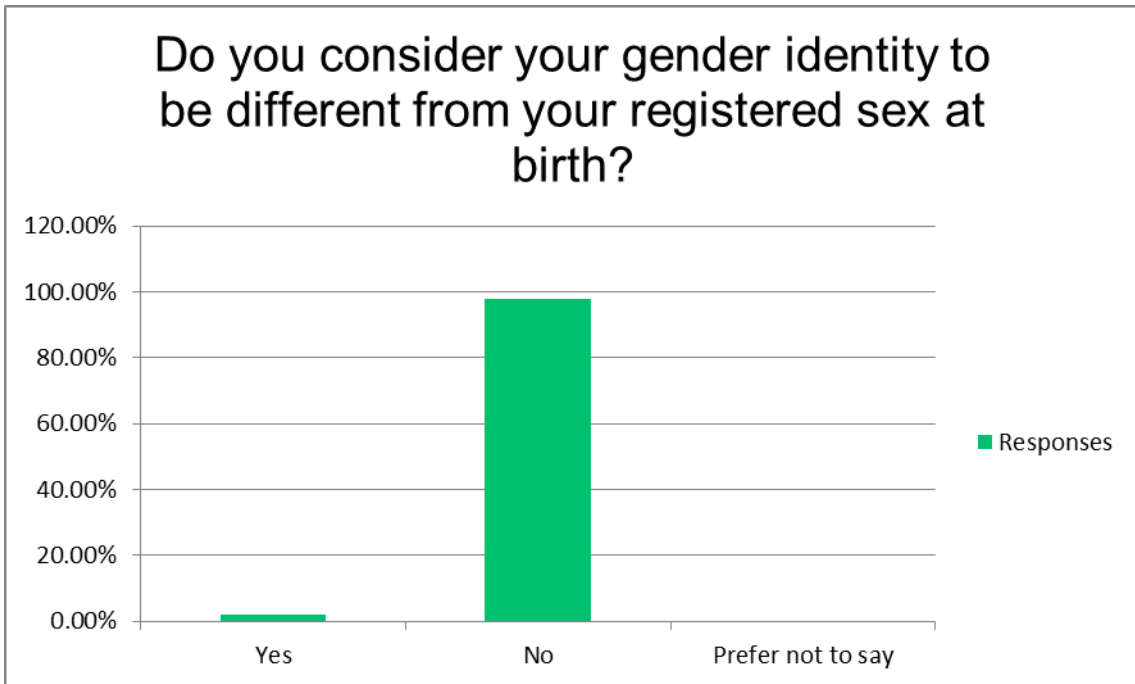
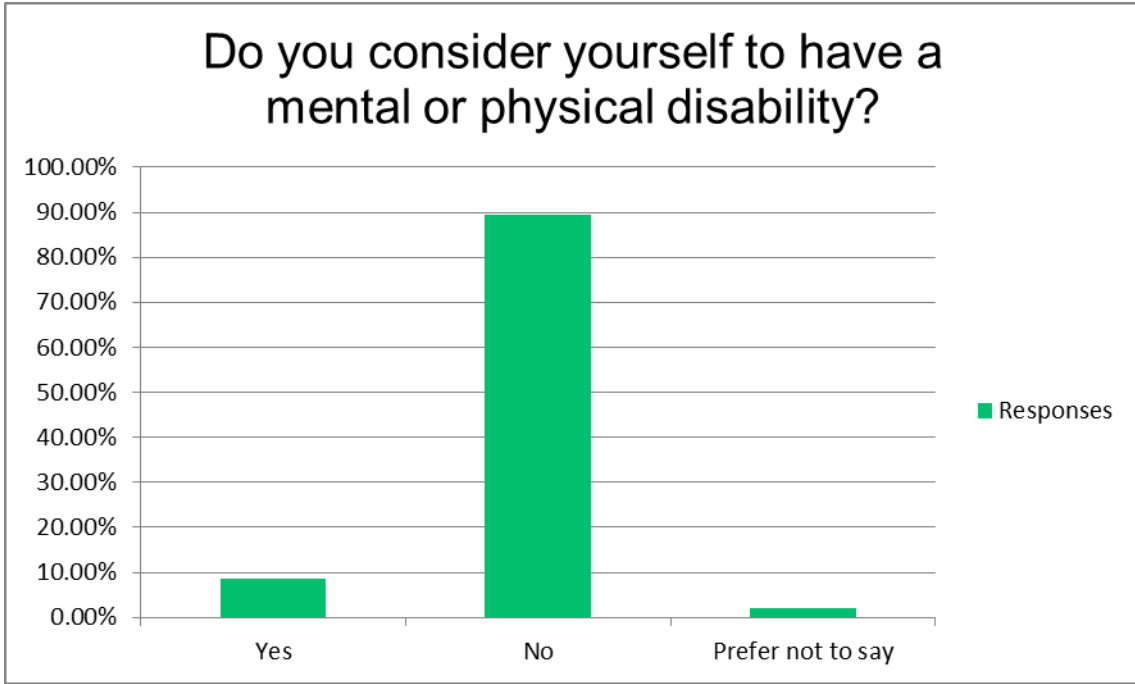
All applicants for were invited to complete an equalities monitoring questionnaire on an anonymous basis, and which did not form part of the assessment process. For all applicants for the Adjudication Panel roles, a response rate of 52.3% was attained. Of 153 applicants who completed the survey, 116 identified as White British. 37 were from other ethnic backgrounds. Analysis is set out at **Annex A**.

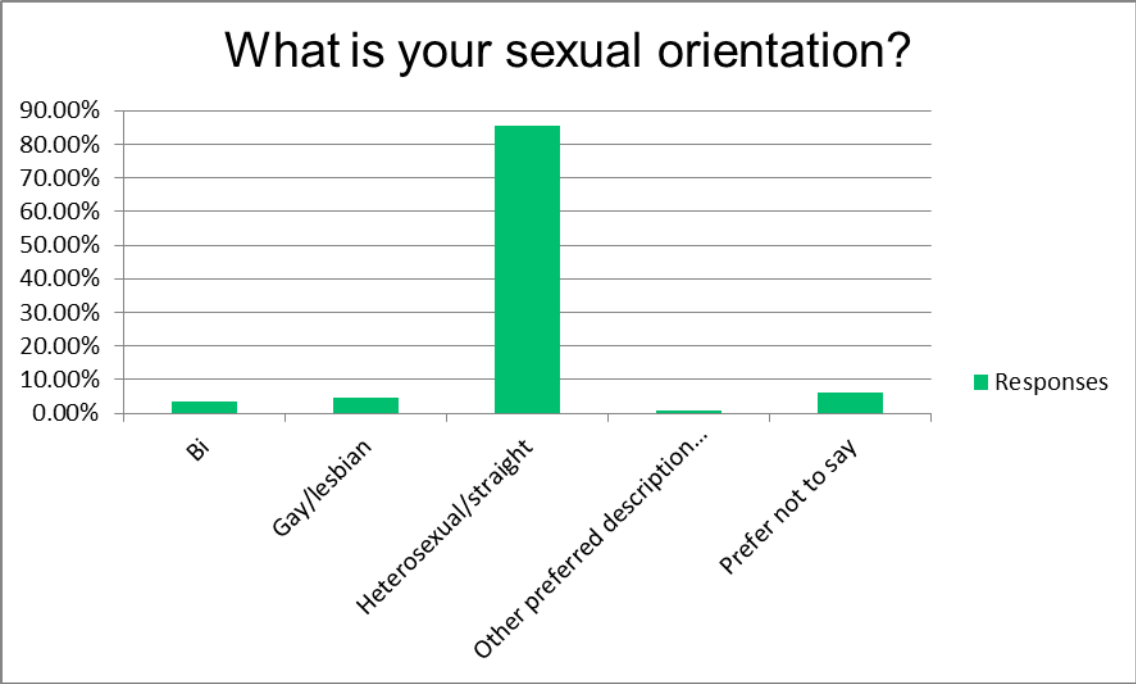
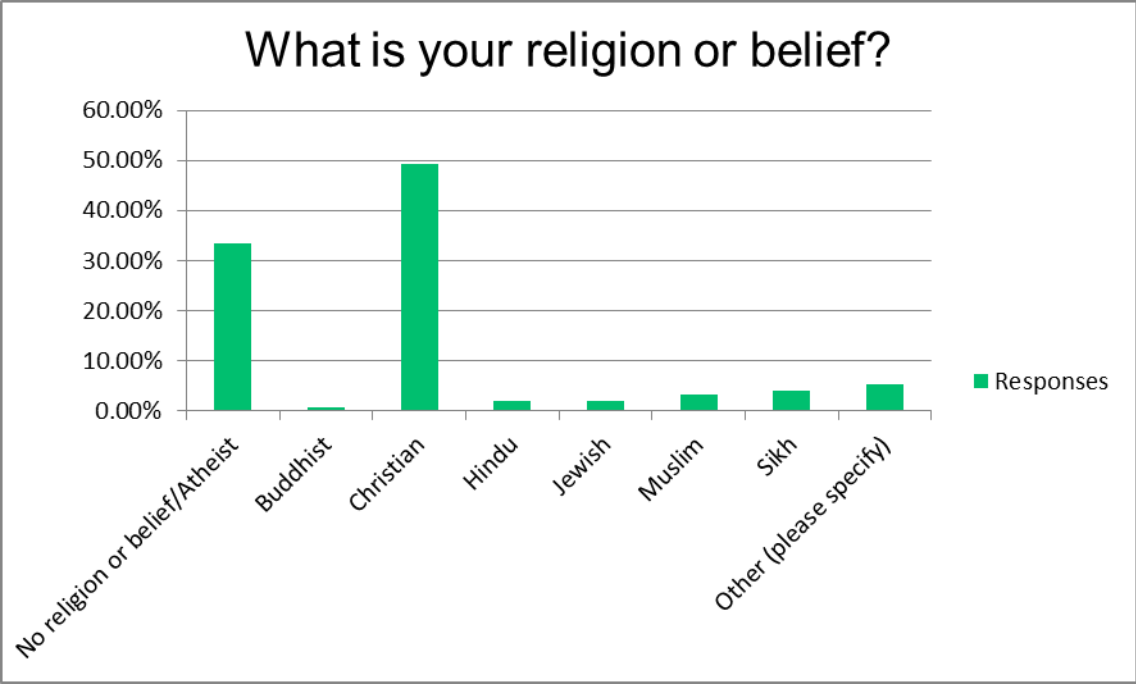
Following assessment of the applications, 20 candidates were shortlisted. A response rate of 95% to the questionnaire was attained at this stage. Analysis is set out at **Annex B**

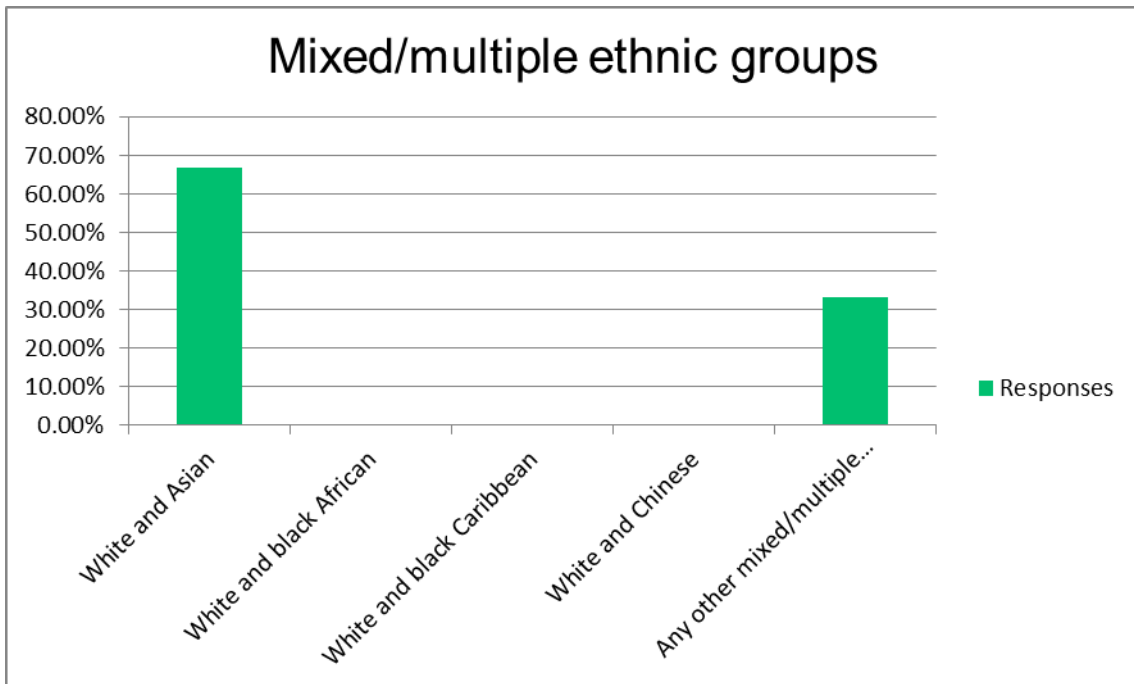
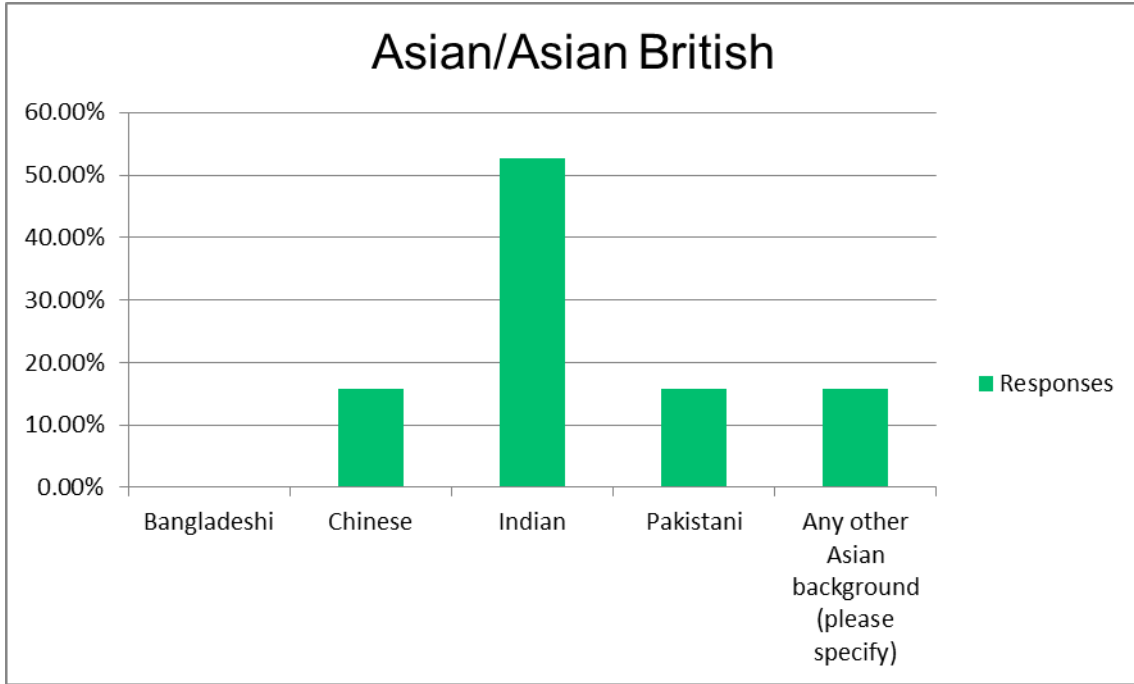
Six individuals were appointed and information is set out at **Annex C**. While information was collected, the numbers of people at this stage increases the chance of individuals becoming identifiable, so less data is provided here.

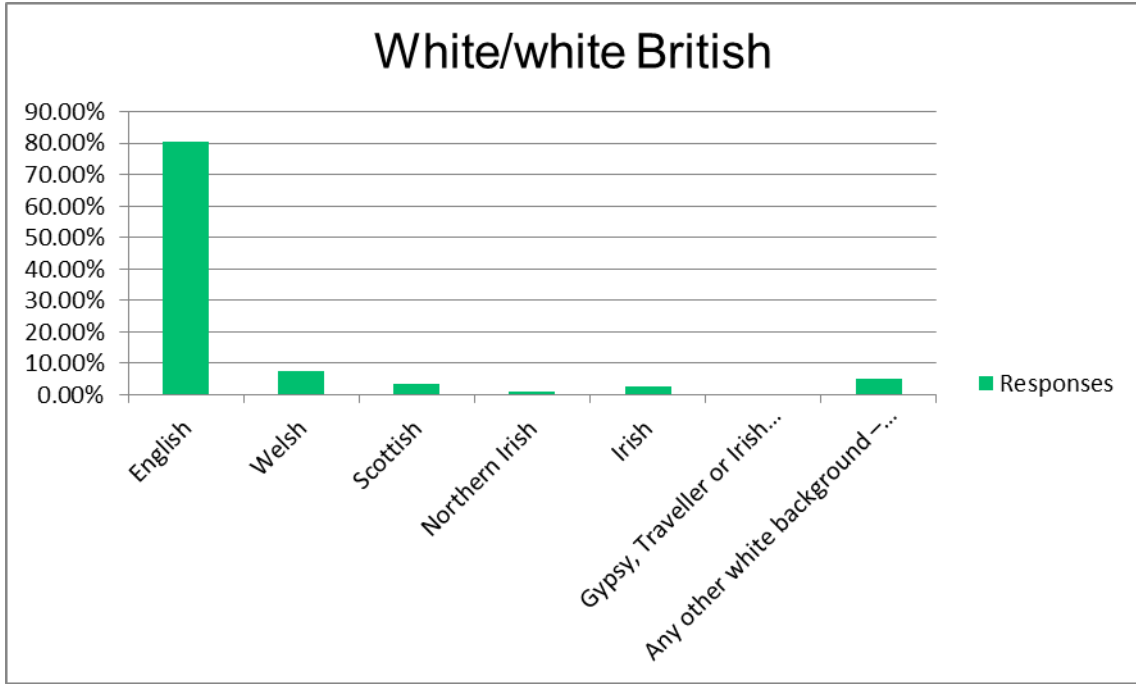
Annex A



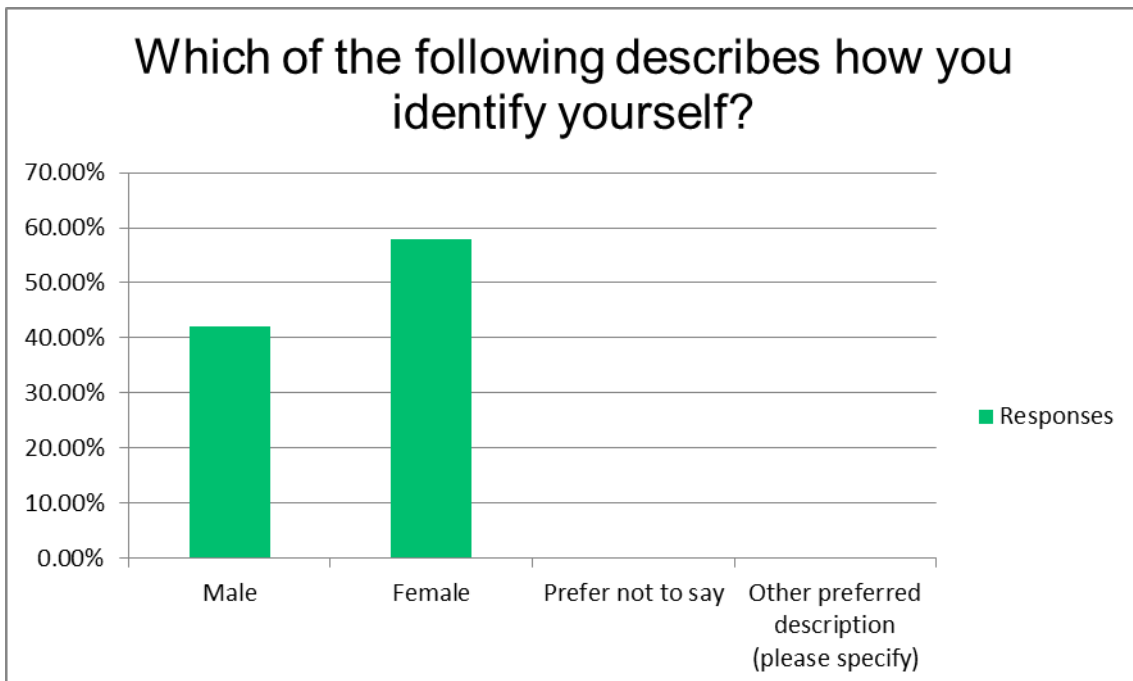
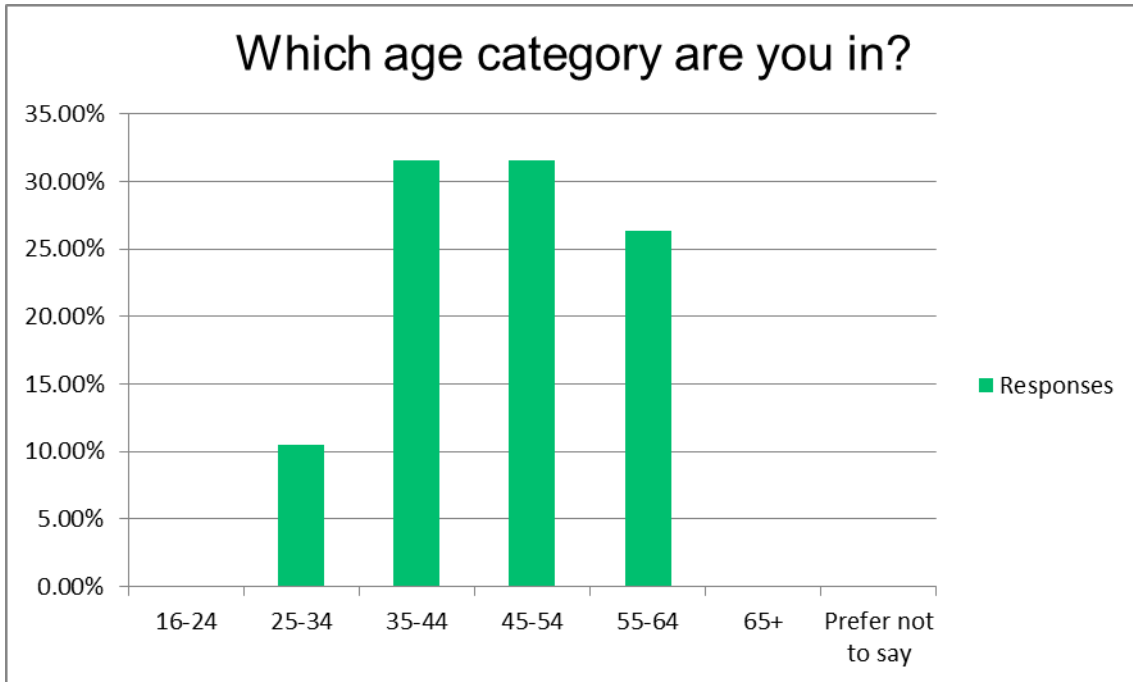




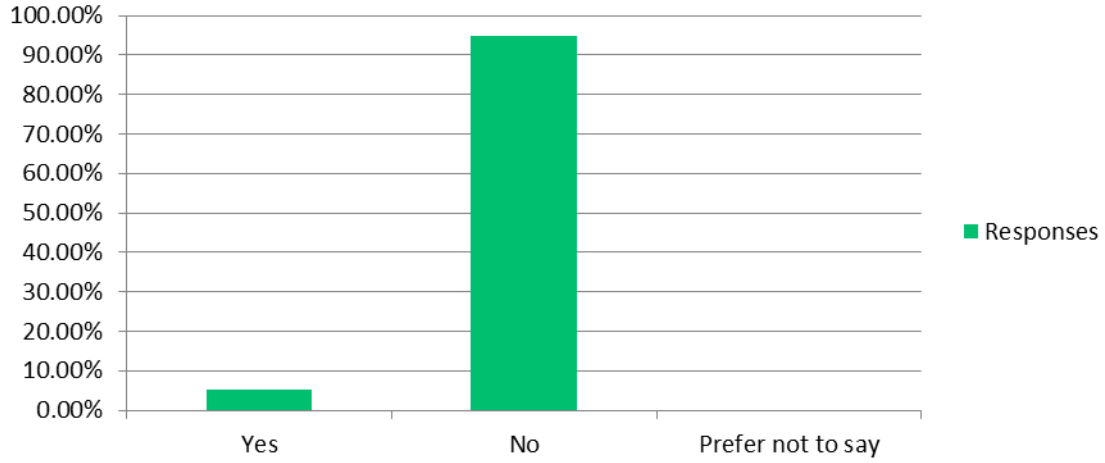




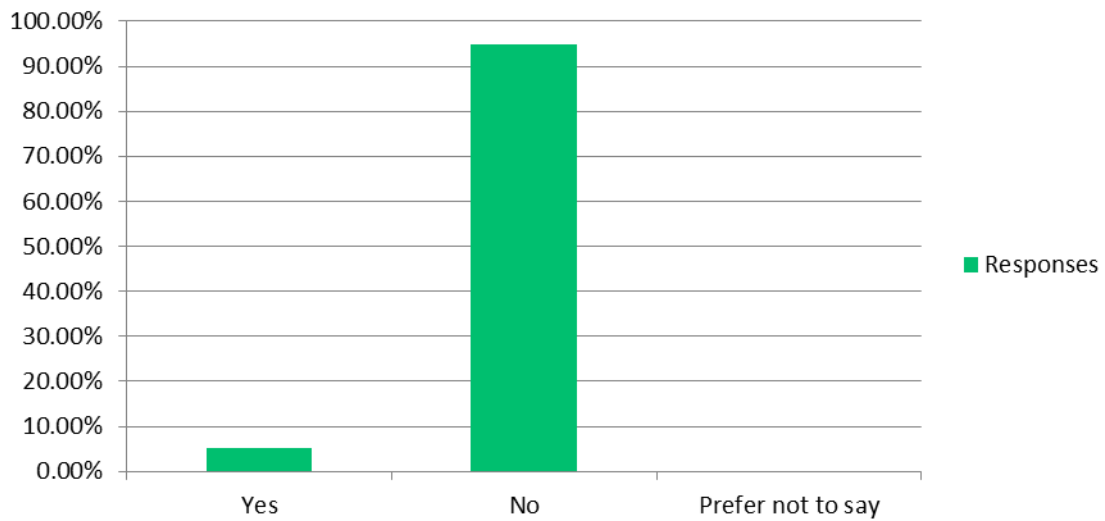
Annex B

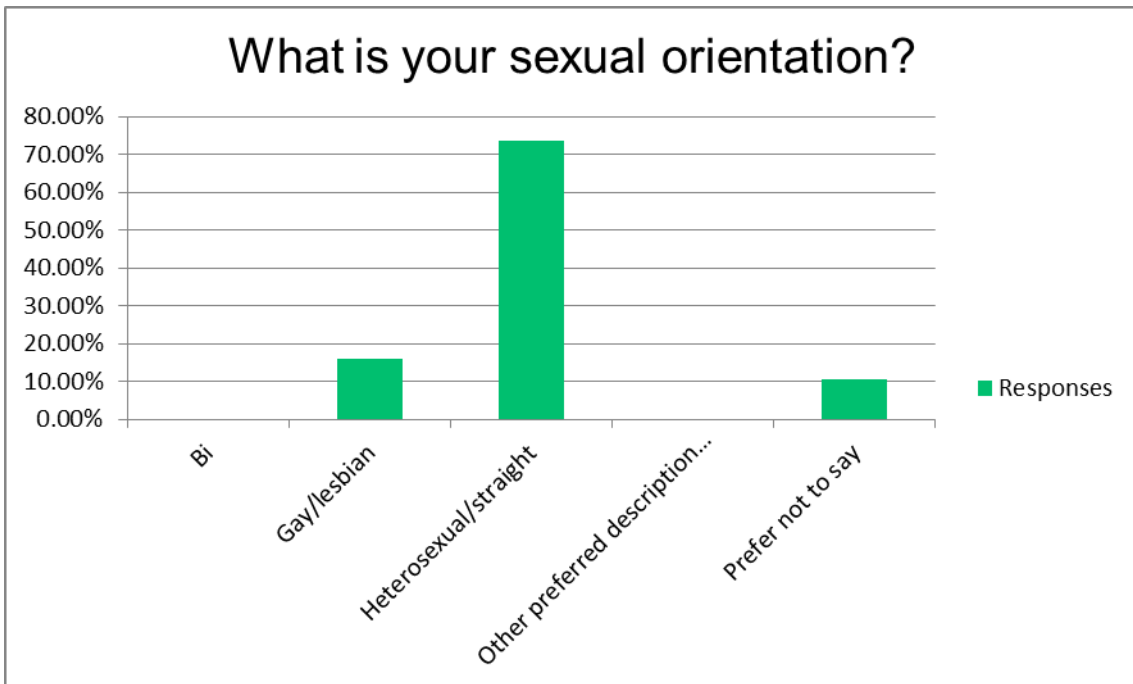
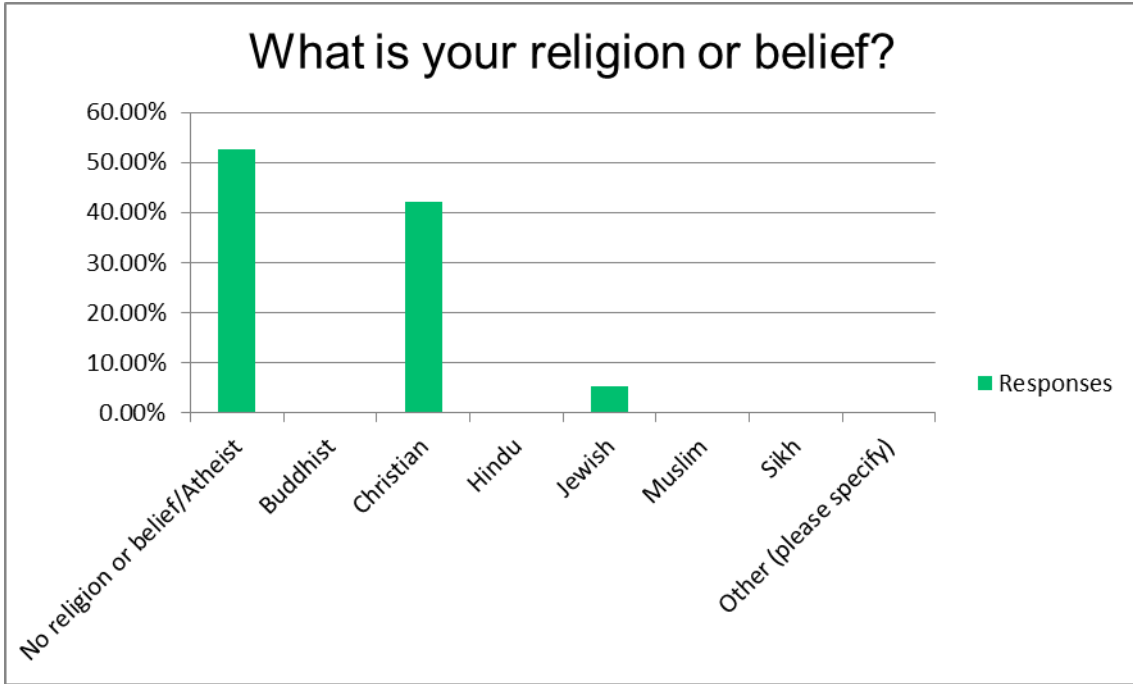


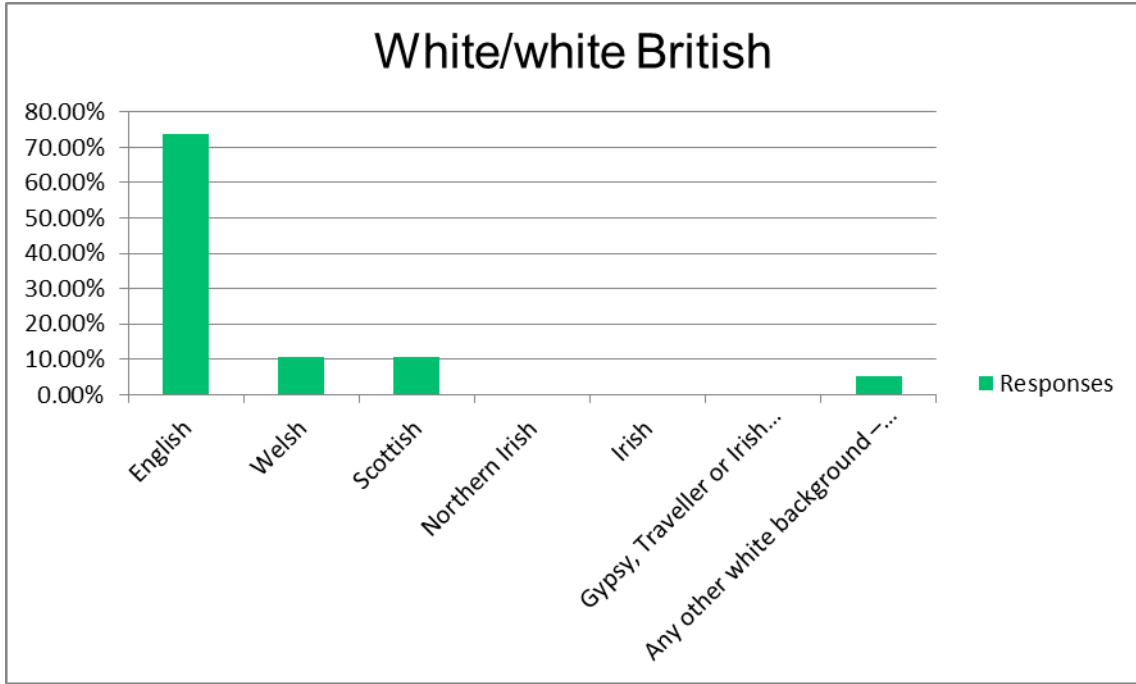
Do you consider your gender identity to be different from your registered sex at birth?



Do you consider yourself to have a mental or physical disability?







Annex C

