

## Appendix 4 - Internal promotions by quartile and department

By Quartile

Row Labels	BAME	White	Grand Total
Lower quartile	100.00%	0.00%	100.00%
Lower middle quartile	79.59%	20.41%	100.00%
Upper middle quartile	57.75%	42.25%	100.00%
Upper quartile	60.61%	39.39%	100.00%
<b>Grand Total</b>	<b>65.45%</b>	<b>34.55%</b>	<b>100.00%</b>

By Department and Quartile

Row Labels	BAME	White	Grand Total
<b>Chief Executives</b>			
<b>Department - L1</b>	<b>61.90%</b>	<b>38.10%</b>	<b>100.00%</b>
Lower middle quartile	100.00%	0.00%	100.00%
Upper middle quartile	63.64%	36.36%	100.00%
Upper quartile	55.56%	44.44%	100.00%
<b>Children and Young People - L1</b>	<b>64.29%</b>	<b>35.71%</b>	<b>100.00%</b>
Lower middle quartile	75.00%	25.00%	100.00%
Upper middle quartile	47.06%	52.94%	100.00%
Upper quartile	76.92%	23.08%	100.00%
<b>Community Wellbeing - L1</b>	<b>80.00%</b>	<b>20.00%</b>	<b>100.00%</b>
Lower quartile	100.00%	0.00%	100.00%
Lower middle quartile	90.00%	10.00%	100.00%
Upper middle quartile	68.42%	31.58%	100.00%
Upper quartile	75.00%	25.00%	100.00%
<b>Regeneration and Environment - L1</b>	<b>50.00%</b>	<b>50.00%</b>	<b>100.00%</b>
Lower middle quartile	83.33%	16.67%	100.00%
Upper middle quartile	58.33%	41.67%	100.00%
Upper quartile	20.00%	80.00%	100.00%
<b>Resources - L1</b>	<b>57.50%</b>	<b>42.50%</b>	<b>100.00%</b>
Lower middle quartile	60.00%	40.00%	100.00%
Upper middle quartile	50.00%	50.00%	100.00%
Upper quartile	61.11%	38.89%	100.00%
<b>Grand Total</b>	<b>65.45%</b>	<b>34.55%</b>	<b>100.00%</b>