	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1	1st April 2006 - 31st March 2007													* = value of less than 5	
2	**Census 2001**	White					Indian	Pakistani, other South Asian		Chinese		Other Groups			
3	Census 2001 Highland Population (%)	99.20					0.10%	0.20%		0.10%		0.40%			
4															
5		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
6	**HIE Employees**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
7	Staff in Post	504	75	7	19	*									*
8															
9		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
10	**HIE Employees by Grade**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
11	Cleaner	12	*		*										
12	A	9	*		*										
13	B	62	11		*										
14	C	90	15		*	*									
15	D	170	23	*	8										*
16	E	111	14	*	*										
17	F	33	10	*	*										
18	Executive	17			*										

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
19															
20		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
21	**Recruitment, including promotion**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
22	Applications Received	241	224	5	152	*	6	*	*	*	*		*		
23	Successful Appointments	127	*		22	*									
24															
25		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
26	**Performance Appraisal**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
27	Not Effective														
28	Effective	415	62	6	19	*									*
29	Exceptional	89	13	*											
30															
31		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
32	**Training**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
33	Training Applications	750	73	33	69	*									
34	Successful Training Applications	750	73	33	69	*									
35	Training Received by date of monitoring	589	55	27	55	*									

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
36															
37		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
38	**Grievance and Discipline**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
39	Employees involved in Grievances	7	6												
40	Employees Involved in Disciplinary cases	*													
41	Employees Subject to Disciplinary action	*													
42															
43		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
44	**Tribunal Activity**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
45	Tribunal decisions involving claims of racial discrimination or harrassment														
46															
47															
48		White				Mixed	Asian, Asian Scottish or Asian British					Black, Black Scottish, or Black British			Other
49	**HIE Leavers**	Scottish	other British	Irish	Any other white background	Mixed	Indian	Pakistan	Bangladeshi	Chinese	Any other Asian background	Caribbean	African	Any other Black background	Other Ethnic Background
50	Employees ending employment with HIE	45	15		*	*									