

## **New Starters Equality Data**

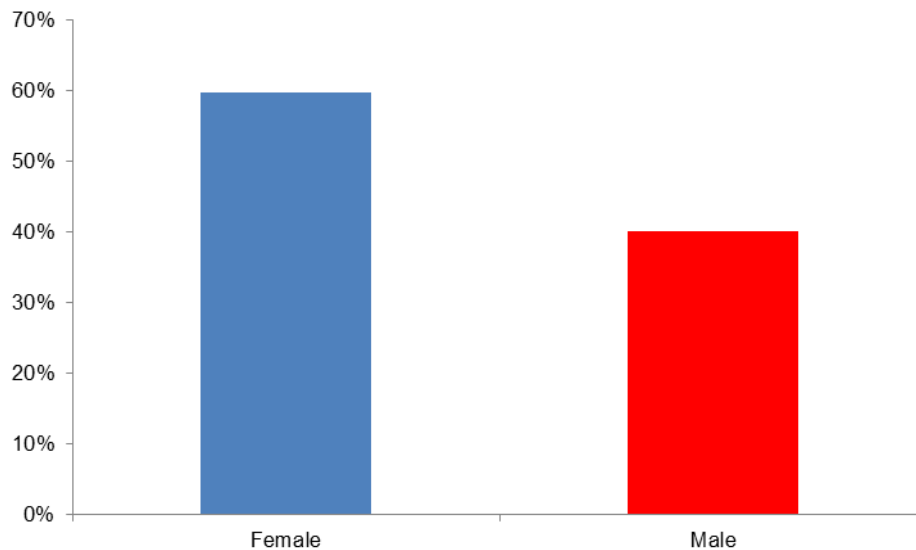
Workforce data provided below according to the protected characteristics currently recorded by the Trust.

This data was extracted as at 31 December 2017 when the Trust employed a total of 1383 new starters comprising of permanent and fixed term contract employees. Please note this is a four page document.

### **Gender**

| Protected Characteristic | Sub Group | Headcount | FTE    | Headcount % |
|--------------------------|-----------|-----------|--------|-------------|
| Gender                   | Female    | 653       | 539.17 | 73.87%      |
|                          | Male      | 231       | 189.22 | 26.13%      |

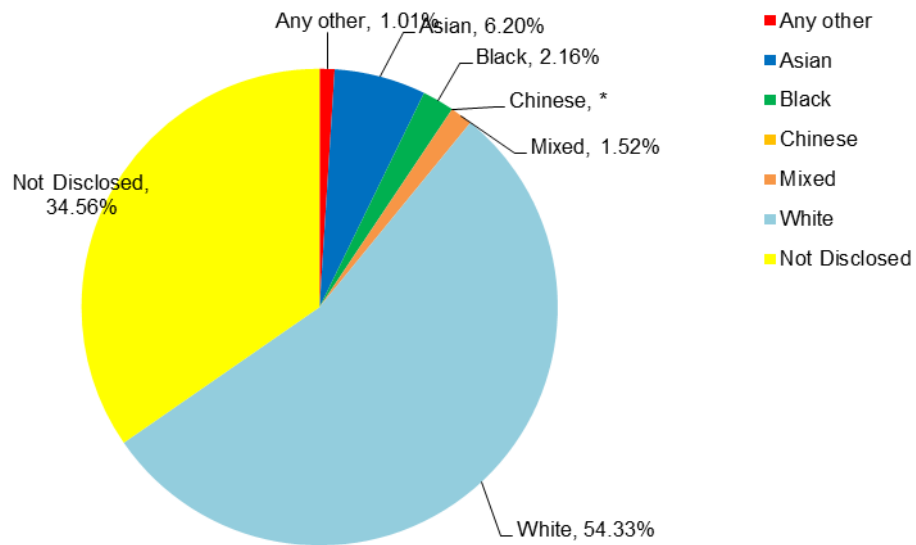
**Starters Equality Data - Gender as at 31.12.2017**



### **Ethnicity**

| Protected Characteristic | Sub Group     | Headcount | FTE   | Headcount % |
|--------------------------|---------------|-----------|-------|-------------|
| Ethnicity                | Any other     | 14        | 12.80 | 1.01%       |
|                          | Asian         | 86        | 70    | 6.20%       |
|                          | Black         | 30        | 27    | 2.16%       |
|                          | Chinese       | *         | *     | *           |
|                          | Mixed         | 21        | 18    | 1.52%       |
|                          | White         | 753       | 612   | 54.33%      |
|                          | Not Disclosed | 479       | 56    | 34.56%      |

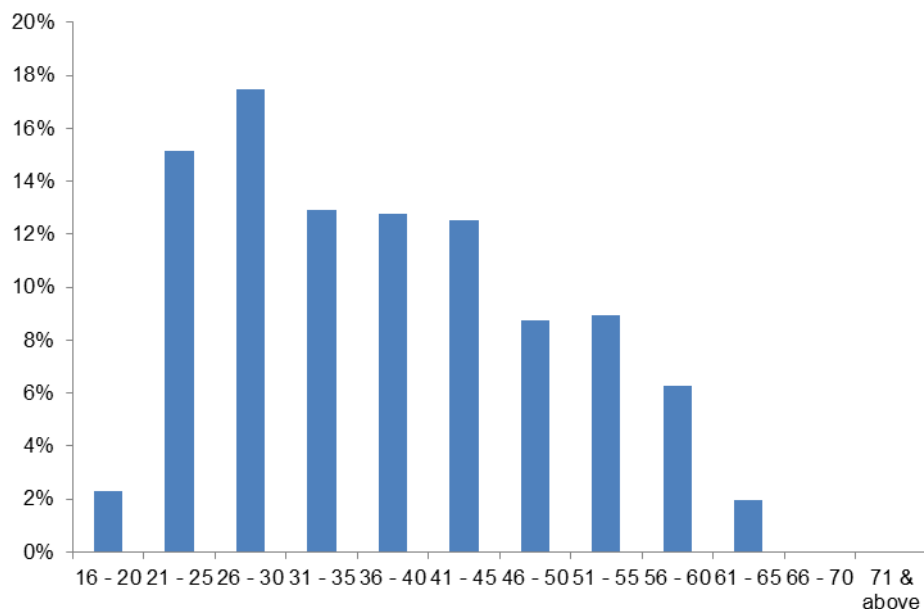
## Starters Equality Data - Ethnicity as at 31.12.2017



## Age

| Protected Characteristic | Sub Group  | Headcount | FTE    | Headcount % |
|--------------------------|------------|-----------|--------|-------------|
| Age                      | 16 - 20    | 32        | 27.47  | 2.31%       |
|                          | 21 - 25    | 210       | 182.65 | 15.15%      |
|                          | 26 - 30    | 242       | 151.65 | 17.46%      |
|                          | 31 - 35    | 179       | 99.57  | 12.91%      |
|                          | 36 - 40    | 177       | 85.96  | 12.77%      |
|                          | 41 - 45    | 174       | 83.15  | 12.55%      |
|                          | 46 - 50    | 121       | 62.35  | 8.73%       |
|                          | 51 - 55    | 124       | 57.99  | 8.95%       |
|                          | 56 - 60    | 87        | 37.39  | 6.28%       |
|                          | 61 - 65    | 27        | 7.48   | 1.95%       |
|                          | 66 - 70    | *         | *      | *           |
|                          | 71 & above | *         | *      | *           |

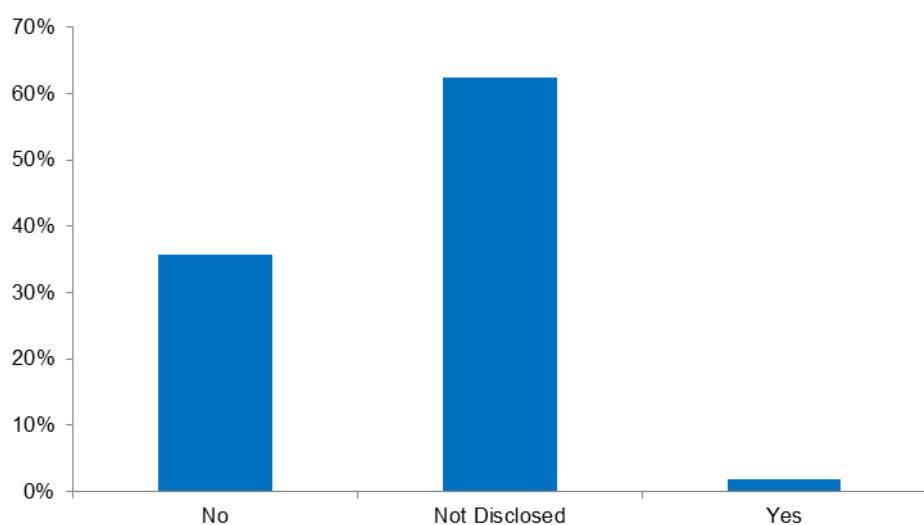
### Starters Equality Data - Age as at 31.12.2017



### Disability

| Protected Characteristic | Sub Group     | Headcount | FTE    | Headcount % |
|--------------------------|---------------|-----------|--------|-------------|
| Disability               | No            | 495       | 411.25 | 35.79%      |
|                          | Not Disclosed | 864       | 366.73 | 62.47%      |
|                          | Yes           | 24        | 20.23  | 1.74%       |

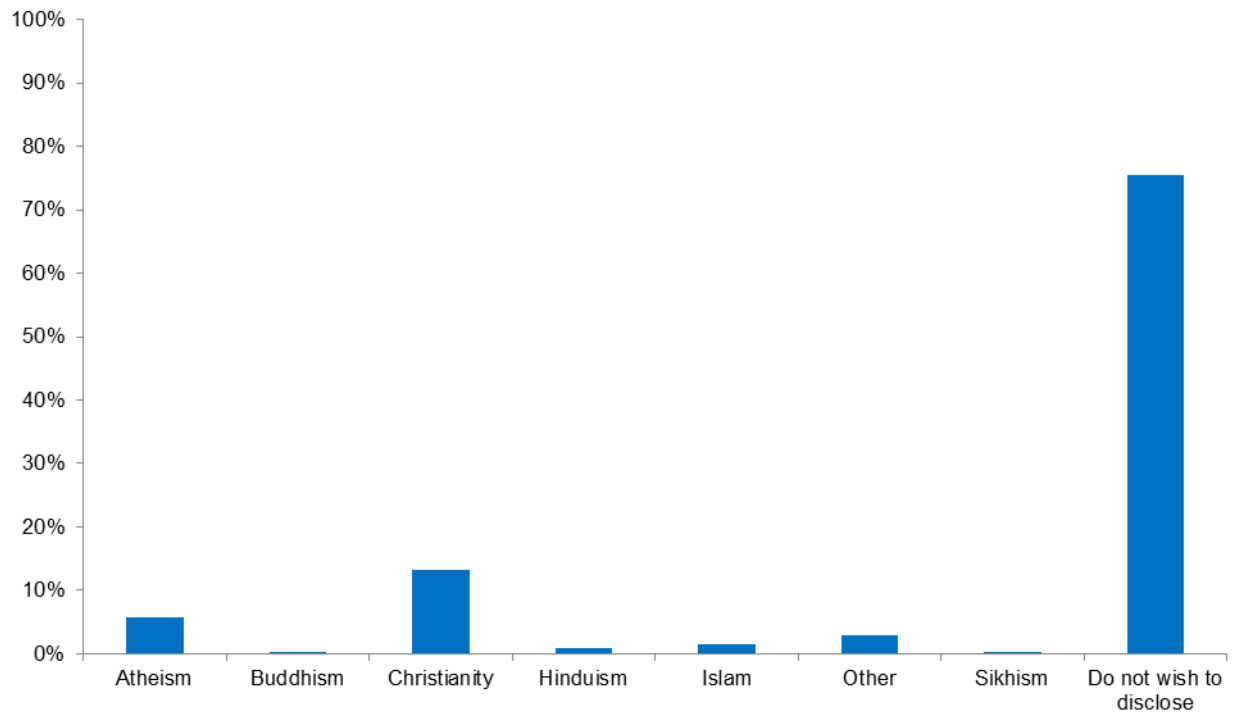
### Starters Equality Data - Disability as at 31.12.2017



### Religion / Belief

| Protected Characteristic | Sub Group     | Headcount | FTE    | Headcount % |
|--------------------------|---------------|-----------|--------|-------------|
| Religion / Belief        | Atheism       | 80        | 73.37  | 5.78%       |
|                          | Buddhism      | *         | *      | *           |
|                          | Christianity  | 183       | 161.93 | 13.23%      |
|                          | Hinduism      | 11        | 10.60  | 0.80%       |
|                          | Islam         | 20        | 18.60  | 1.45%       |
|                          | Not Disclosed | 1045      | 494.22 | 75.56%      |
|                          | Other         | 40        | 35.75  | 2.89%       |
|                          | Sikhism       | *         | *      | *           |

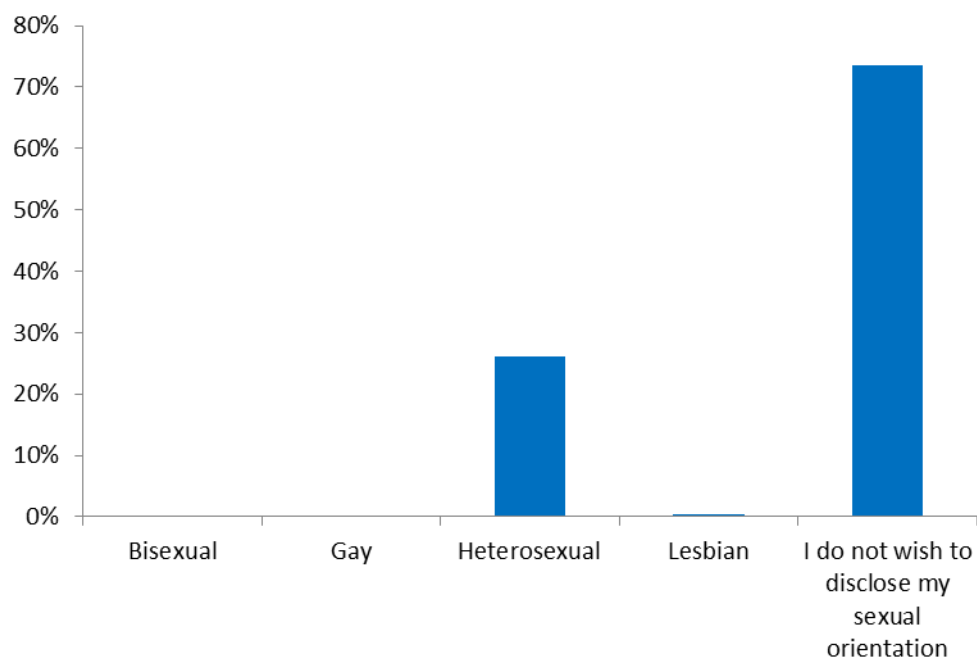
## Starters Equality Data - Religion / Belief as at 31.12.2017



## Sexual Orientation

| Protected Characteristic | Sub Group     | Headcount | FTE    | Headcount % |
|--------------------------|---------------|-----------|--------|-------------|
| Sexual Orientation       | Bisexual      | *         | *      | *           |
|                          | Gay           | *         | *      | *           |
|                          | Heterosexual  | 361       | 323.39 | 26.10%      |
|                          | Lesbian       | *         | *      | *           |
|                          | Not Disclosed | 1011      | 466.00 | 73.54%      |

## Starters Equality Data - Sexual Orientation as at 31.12.2017



## **Marital Status**

| Protected Characteristic | Sub Group         | Headcount | FTE    | Headcount % |
|--------------------------|-------------------|-----------|--------|-------------|
| Marital Status           | Civil Partnership | *         | *      | *           |
|                          | Divorced          | 57        | 40.81  | 4.12%       |
|                          | Legally Separated | 11        | 7.78   | 0.80%       |
|                          | Married           | 395       | 302.29 | 28.56%      |
|                          | Single            | 451       | 393.50 | 32.61%      |
|                          | Undefined         | 450       | 40.30  | 32.54%      |
|                          | Widowed           | *         | *      | *           |

**Starters Equality Data - Marital Status as at 31.12.2017**

