

Workforce 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 6667 employees comprising of permanent and fixed term contract employees. Please note this is a four page document.

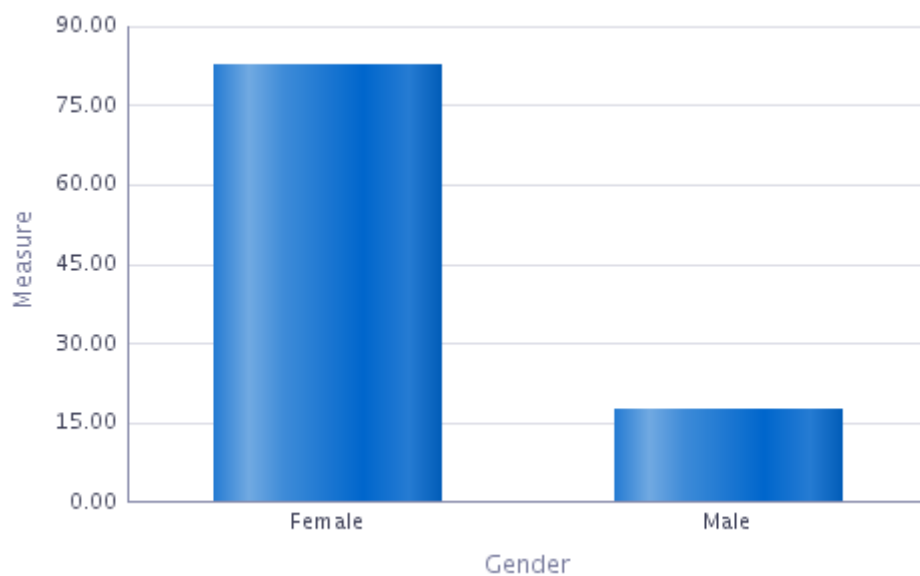
Maternity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Pregnancy/Maternity	Maternity & Adoption	149	125.20	2.23%

Gender

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Gender	Female	5503	4478.7	82.5
	Male	1164	1028.09	17.5

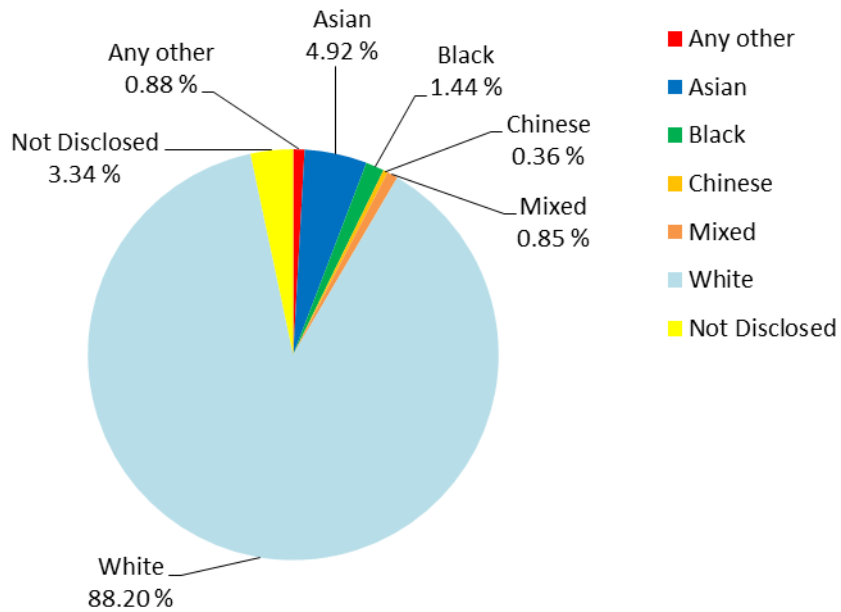
Workforce Profile Data - Gender as at 31.12.2017



Ethnicity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Ethnicity	Any other	59	41.64	0.88%
	Asian	328	290.32	4.92%
	Black	96	183.14	1.44%
	Chinese	24	19.65	0.36%
	Mixed	57	48.78	0.85%
	White	5880	4836.65	88.20%
	Not Disclosed	223	171.66	3.34%

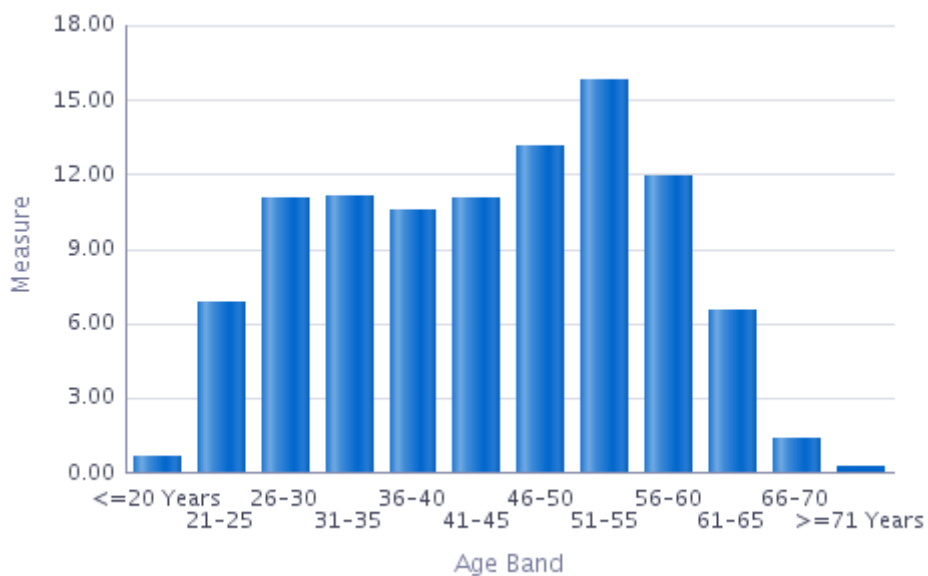
Workforce Profile Data - Ethnicity as at 31.12.2017



Age

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Age	<20	42	35.70	0.63%
	20-25	455	425.09	6.82%
	26-30	733	622.84	10.99%
	31-35	738	612.91	11.07%
	36-40	702	568.83	10.53%
	41-45	733	621.16	10.99%
	46-50	873	745.46	13.09%
	51-55	1,052	878.55	15.78%
	56-60	795	613.01	11.92%
	61-65	437	317.70	6.55%
	66-70	91	57.37	1.36%
	71+	16	8.18	0.24%

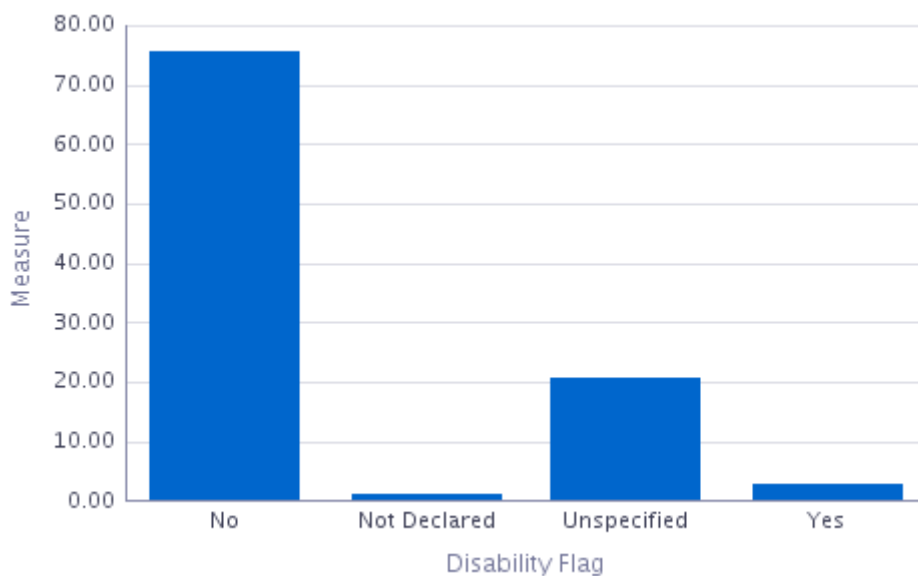
Workforce Profile Data - Age as at 31.12.2017



Disability

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Disability	No	5,021	4157.42	75.0%
	Yes	190	152.81	2.8%
	Not Disclosed	79	66.35	1.2%
	Unspecified	1377	1130.21	20.7%

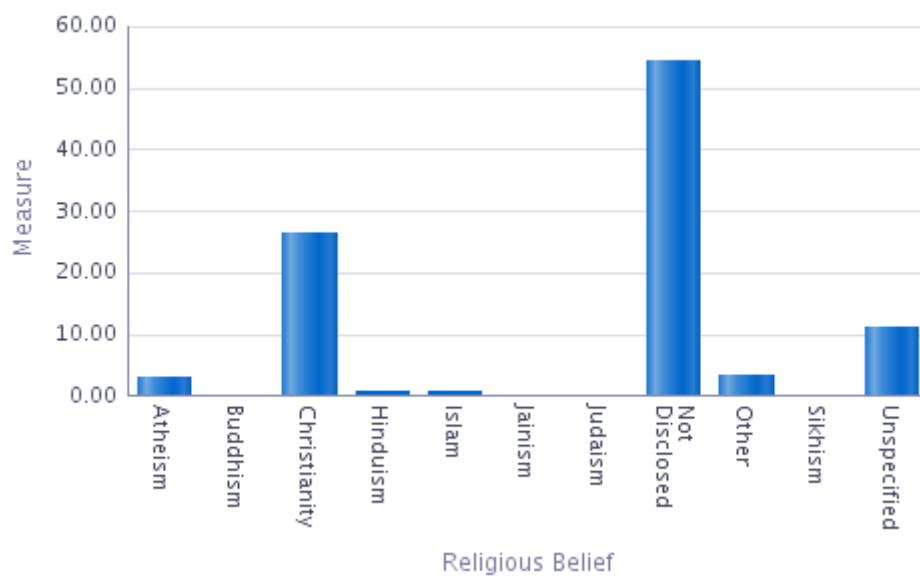
Workforce Profile Data - Disability as at 31.12.2017



Religion / Belief

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Religion / Belief	Atheism	211	185.37	3.16%
	Buddhism	12	11.49	0.18%
	Christianity	1,757	1447.71	26.35%
	Hinduism	56	54.10	0.84%
	Islam	42	39.83	0.63%
	Jainism	*	*	*
	Judaism	*	*	*
	Not Disclosed	3,614	2949.62	54.21%
	Other	232	200.50	3.48%
	Sikhism	*	*	*
	Unspecified	735	610.27	11.02%

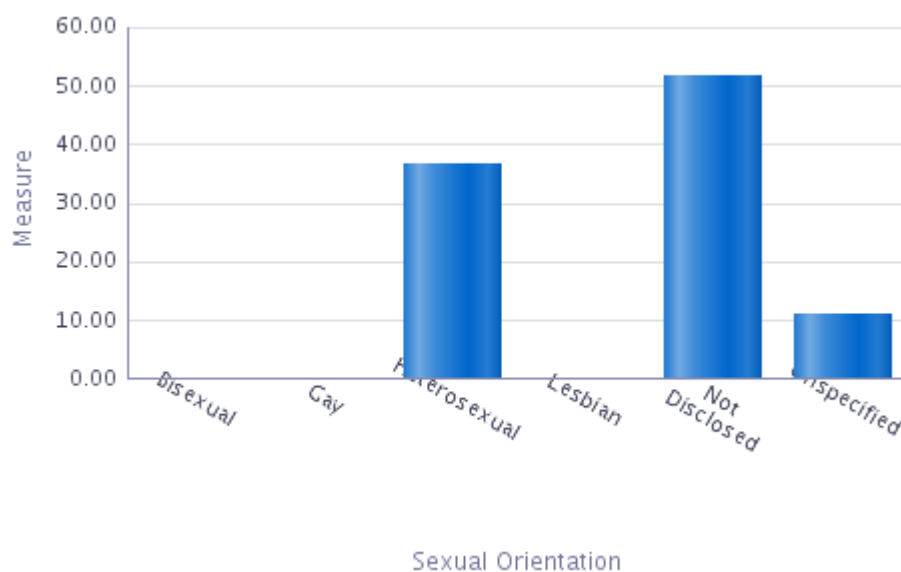
Workforce Profile Data - Religion as at 31.12.2017



Sexual Orientation

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Sexual Orientation	Bisexual	12	10.65	0.18%
	Gay	13	12.40	0.19%
	Heterosexual	2443	2054.73	36.64%
	Lesbian	15	13.23	0.22%
	Not Disclosed	3447	2803.76	51.70%
	Unspecified	737	612.03	11.05%

Workforce Profile Data – Sexual Orientation as at 31.12.2017



Marital Status

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Marital Status	Civil Partnership	46	39.11	0.69%
	Divorced	523	428.36	7.84%
	Legally Separated	110	94.47	1.65%
	Married	3627	2922.93	54.40%
	Single	2100	1822.73	31.50%
	Widowed	71	53.82	1.06%
	Not Disclosed	33	24.43	0.49%
	Unspecified	157	120.94	2.35%

Workforce Profile Data – Marital Status as at 31.12.2017

