

New Starters Equality Data

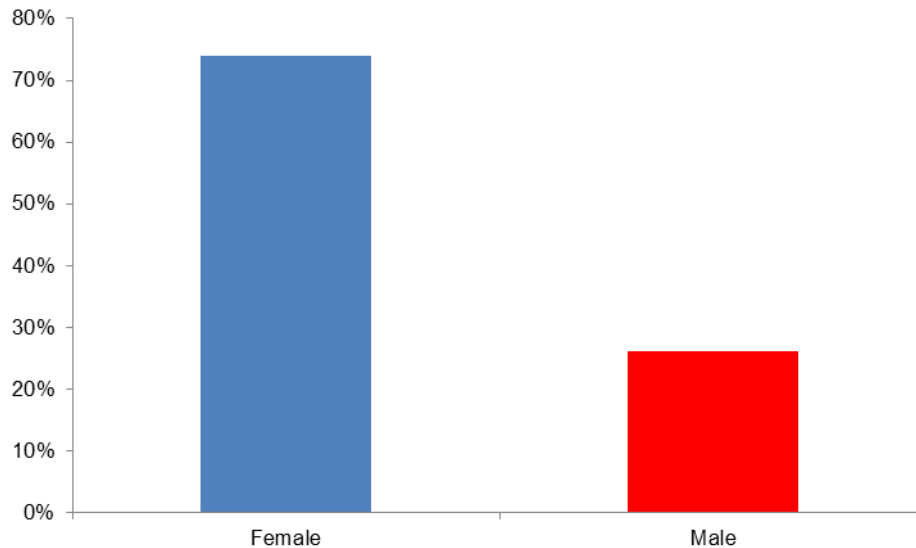
Workforce data provided below according to the protected characteristics currently recorded by the Trust.

This data was extracted as at 31 December 2016 when the Trust employed a total of 844 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%

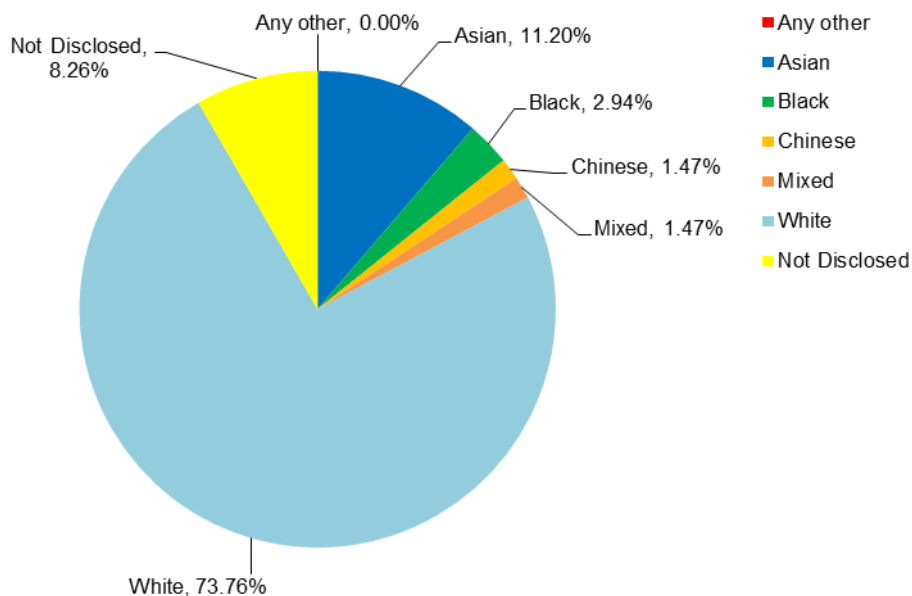
Starters Equality Data - Gender as at 31.12.2016



Ethnicity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Ethnicity	Any other	*	*	*
	Asian	99	89	11.20%
	Black	26	24	2.94%
	Chinese	13	10	1.47%
	Mixed	13	12	1.47%
	White	652	535	73.76%
	Not Disclosed	73	52	8.26%

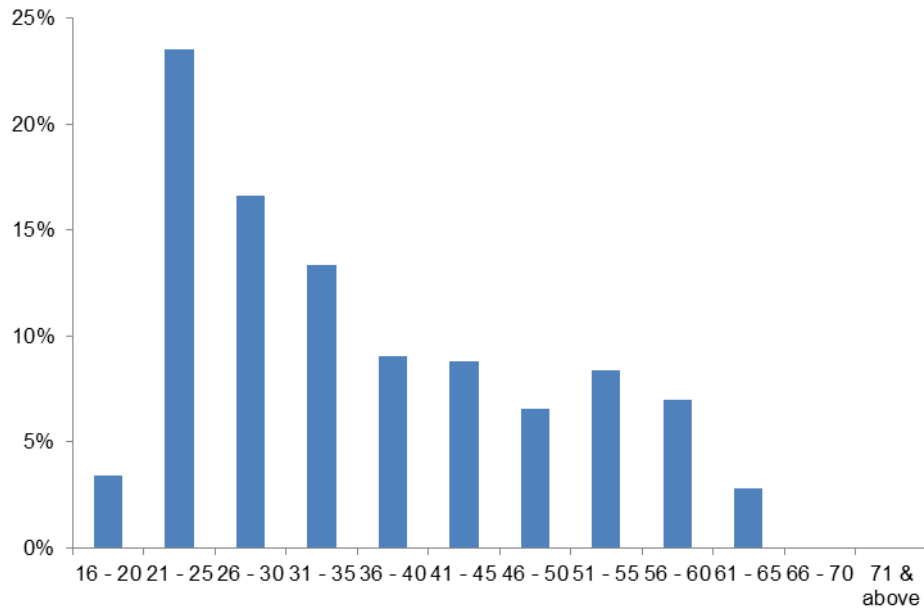
Starters Equality Data - Ethnicity as at 31.12.2016



Age

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Age	16 - 20	30	26.28	3.39%
	21 - 25	208	195.82	23.53%
	26 - 30	147	124.37	16.63%
	31 - 35	118	98.20	13.35%
	36 - 40	80	66.82	9.05%
	41 - 45	78	64.84	8.82%
	46 - 50	58	51.85	6.56%
	51 - 55	74	50.11	8.37%
	56 - 60	62	33.78	7.01%
	61 - 65	25	14.60	2.83%
	66 - 70	*	*	*
	71 & above	*	*	*

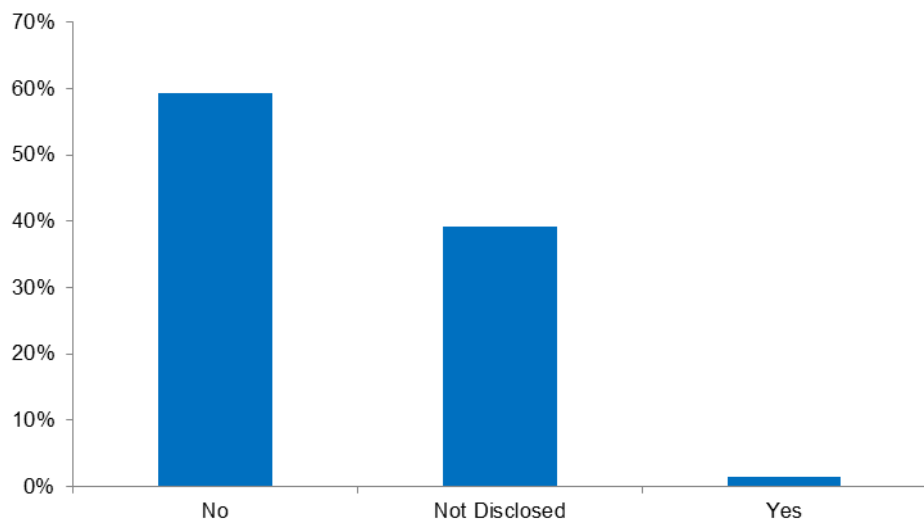
Starters Equality Data - Age as at 31.12.2016



Disability

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Disability	No	525	446.34	59.39%
	Not Disclosed	347	270.63	39.25%
	Yes	12	11.43	1.36%

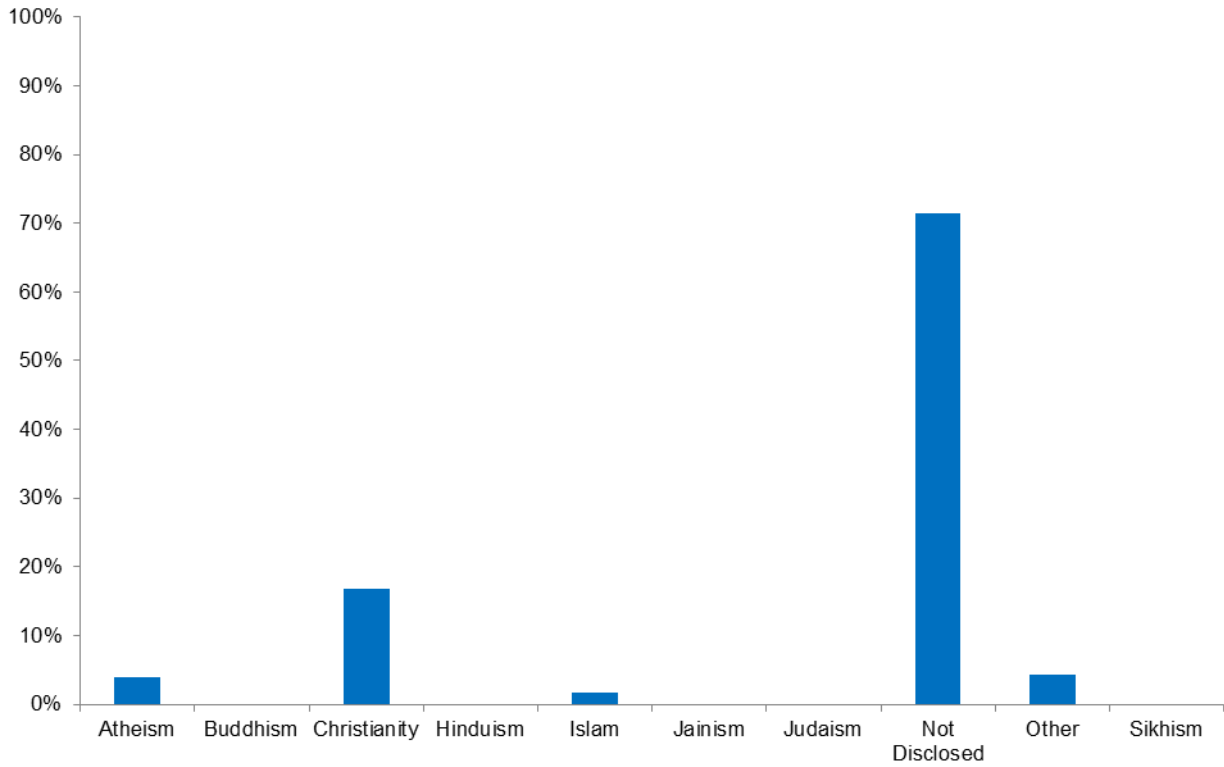
Starters Equality Data - Disability as at 31.12.2016



Religion / Belief

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Religion / Belief	Atheism	34	33.00	3.85%
	Buddhism	*	*	*
	Christianity	149	134.46	16.86%
	Hinduism	*	*	*
	Islam	15	15.00	1.70%
	Jainism	*	*	*
	Judaism	*	*	*
	Not Disclosed	632	496.94	71.49%
	Other	38	33.50	4.30%
	Sikhism	*	*	*
	Atheism	34	33.00	3.85%

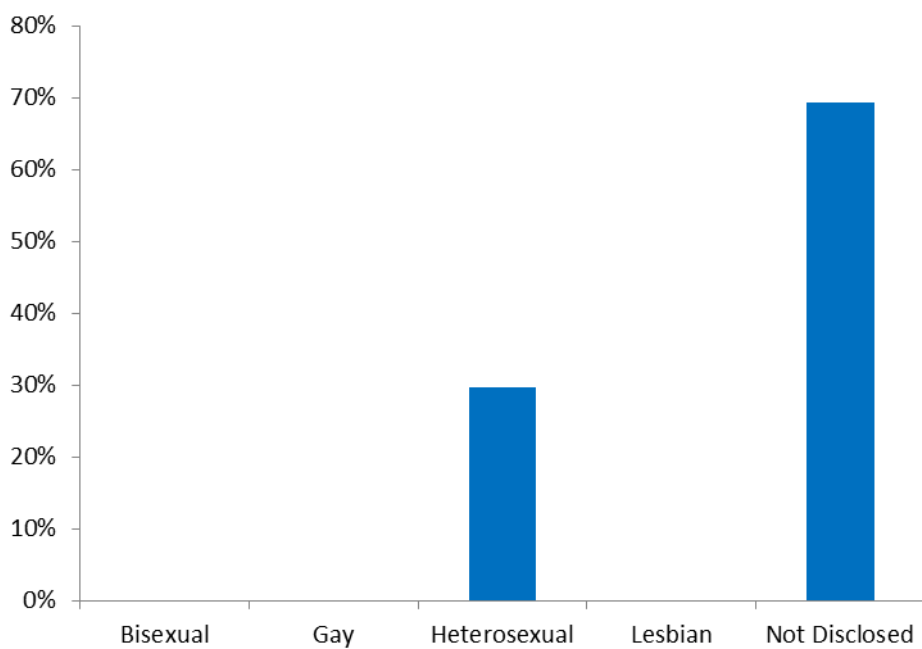
Starters Equality Data - Religion / Belief as at 31.12.2016



Sexual Orientation

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Sexual Orientation	Bisexual	*	*	*
	Gay	*	*	*
	Heterosexual	263	240.38	29.75%
	Lesbian	*	*	*
	Not Disclosed	613	480.02	69.34%

Starters Equality Data - Sexual Orientation as at 31.12.2016



Marital Status

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Marital Status	Civil Partnership	*	*	*
	Divorced	51	37.99	5.77%
	Legally Separated	11	9.08	1.24%
	Married	348	266.56	39.37%
	Single	397	350.70	44.91%
	Undefined	70	58.41	7.92%
	Widowed	*	*	*

Starters Equality Data - Marital Status as at 31.12.2016

