

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 2016 when the Trust employed a total of 6642 employees comprising of permanent and fixed term contract employees. Please note this is a four page document.

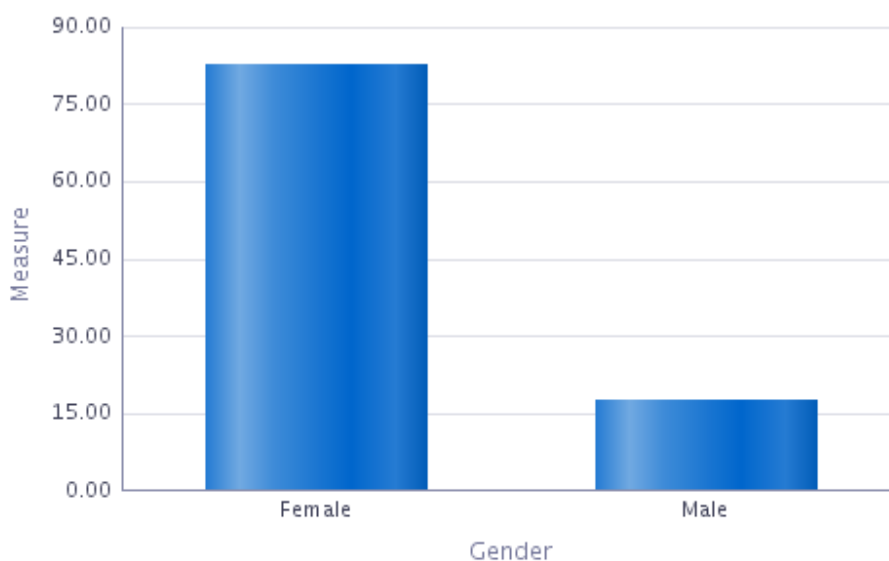
Maternity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Pregnancy/Maternity	Maternity & Adoption	138	109.45	2.08%

Gender

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Gender	Female	5483	4413.74	82.6
	Male	1159	1032.41	17.4

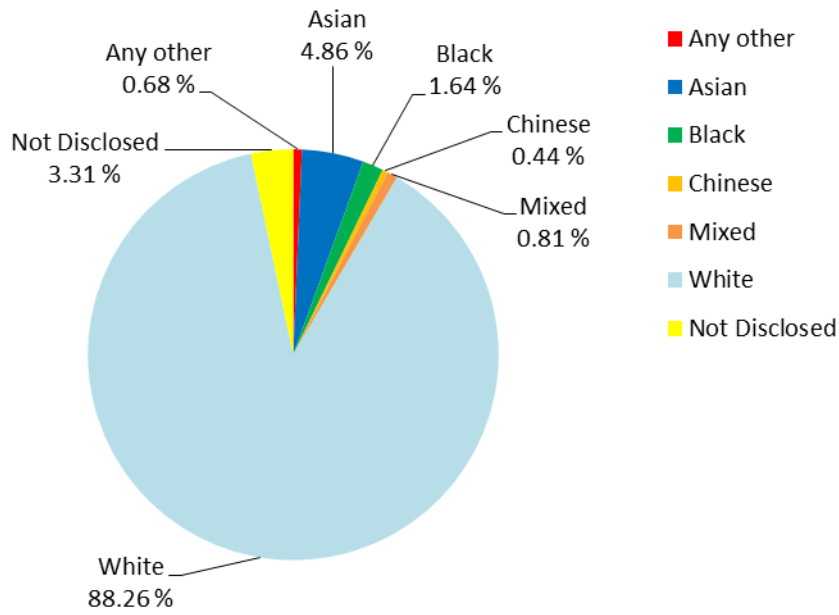
Workforce Profile Data - Gender as at 31.12.2016



Ethnicity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Ethnicity	Any other	54	41.64	0.68%
	Asian	323	289.28	4.86%
	Black	109	94.06	1.64%
	Chinese	29	24.99	0.44%
	Mixed	54	45.34	0.81%
	White	5862	4776.73	88.26%
	Not Disclosed	220	174.11	3.31%

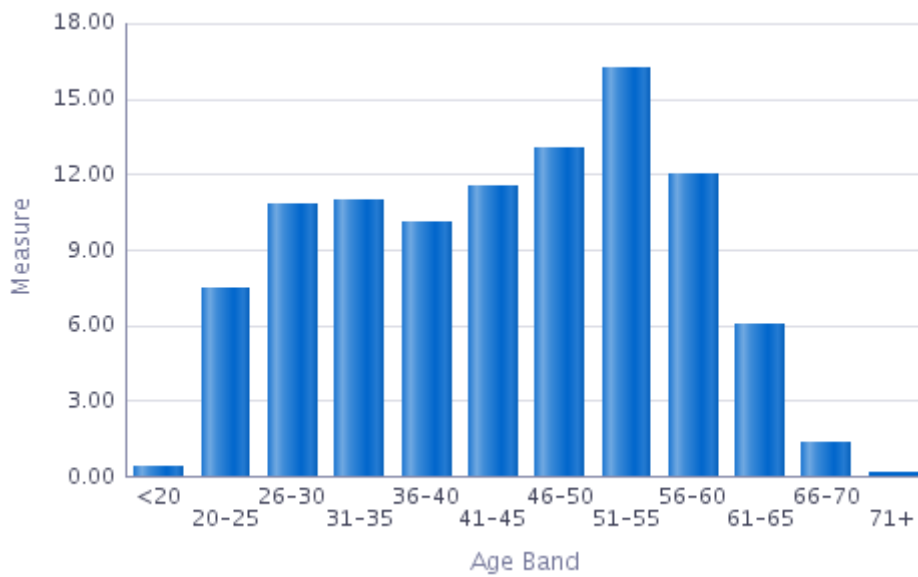
Workforce Profile Data - Ethnicity as at 31.12.2016



Age

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Age	<20	27	22.30	0.41%
	20-25	495	455.16	7.45%
	26-30	717	611.88	10.79%
	31-35	727	591.03	10.95%
	36-40	670	547.41	10.09%
	41-45	766	638.28	11.53%
	46-50	863	730.93	12.99%
	51-55	1,077	891.99	16.21%
	56-60	797	608.21	12.00%
	61-65	400	287.56	6.02%
	66-70	91	54.73	1.37%
	71+	12	6.67	0.18%

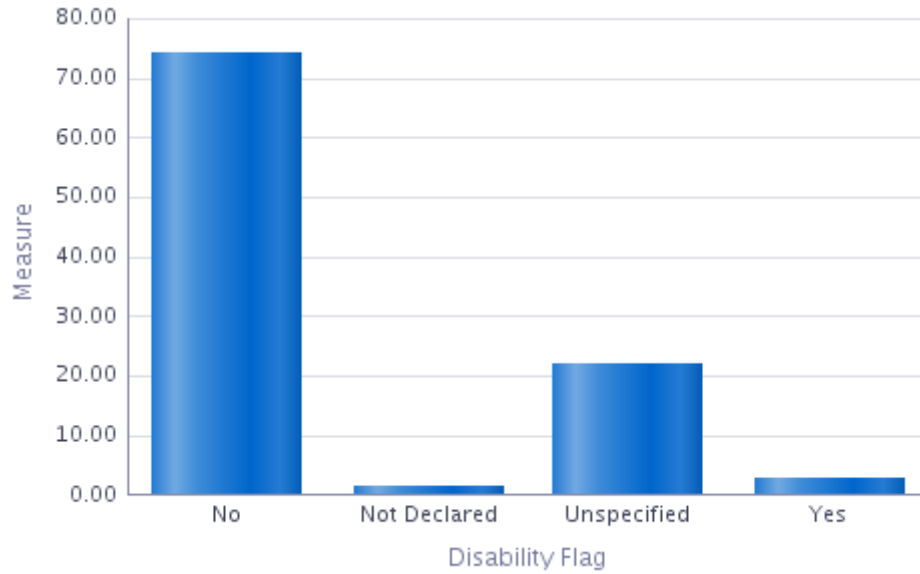
Workforce Profile Data - Age as at 31.12.2016



Disability

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Disability	No	4,917	4056.38	74.0%
	Yes	191	153.11	2.9%
	Not Disclosed	87	69.80	1.3%
	Unspecified	1,447	1166.87	21.8%

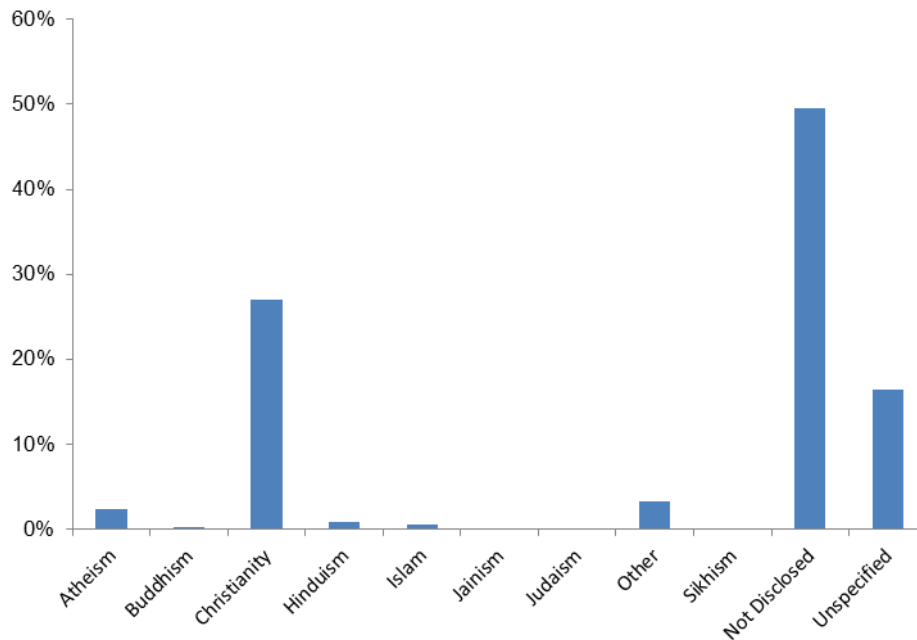
Workforce Profile Data - Disability as at 31.12.2016



Religion / Belief

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Religion / Belief	Atheism	156	131.68	2.35%
	Buddhism	12	11.25	0.18%
	Christianity	1788	1,462.65	26.92%
	Hinduism	50	49.06	0.75%
	Islam	34	32.46	0.51%
	Jainism	*	*	*
	Judaism	*	*	*
	Other	217	183.06	3.27%
	Sikhism	*	*	*
	Not Disclosed	3287	2,684.46	49.49%
	Unspecified	1090	883.65	16.41%

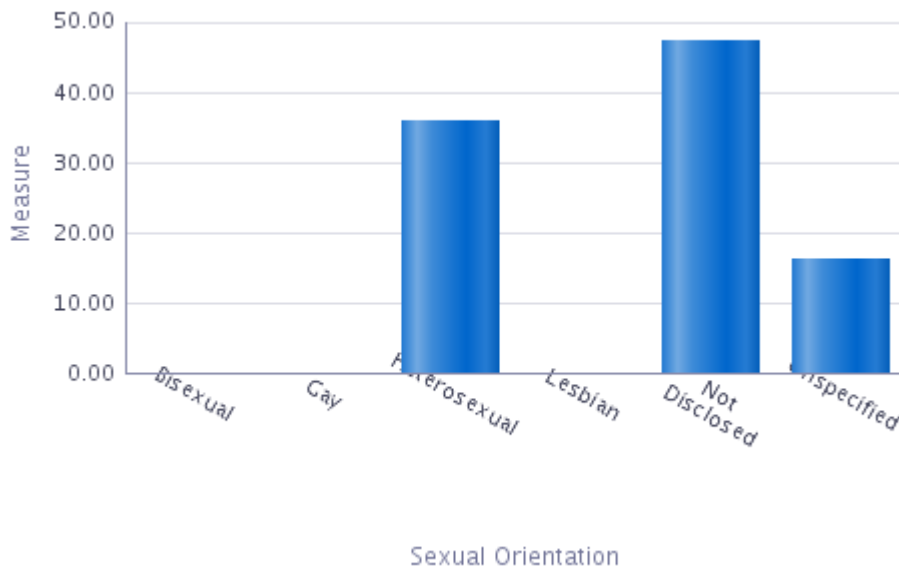
Workforce Profile Data - Religion as at 31.12.2016



Sexual Orientation

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Sexual Orientation	Bisexual	*	*	*
	Gay	15	14.60	0.23
	Heterosexual	2,375	1971.87	35.76
	Lesbian	*	*	*
	Not Disclosed	3,142	2557.60	47.31
	Unspecified	1,091	884.65	16.43

Workforce Profile Data – Sexual Orientation as at 31.12.2016



Marital Status

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Marital Status	Civil Partnership	48	38.86	0.72%
	Divorced	539	440.50	8.12%
	Legally Separated	111	95.47	1.67%
	Married	3,638	2901.85	54.77%
	Single	2,040	1755.07	30.71%
	Widowed	70	52.54	1.05%
	Not Disclosed	22	17.25	0.33%
	Unspecified	174	144.61	2.62%

Workforce Profile Data – Marital Status as at 31.12.2016

