

Leavers Equality Data

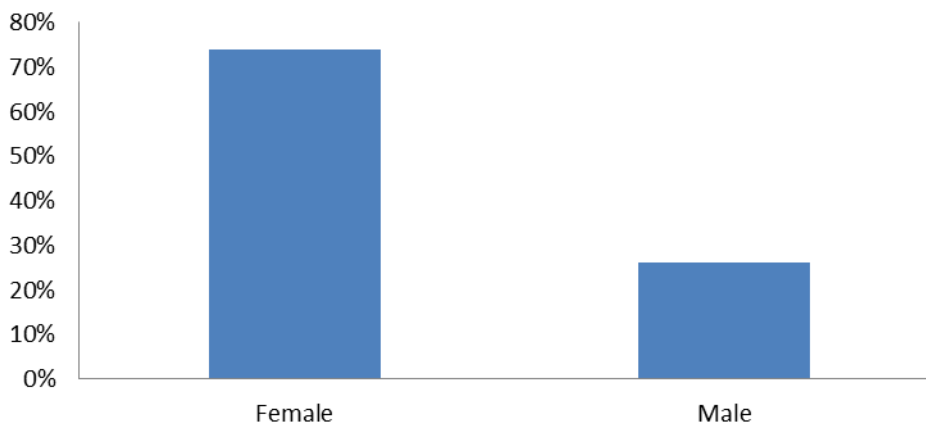
Workforce data provided below according to the protected characteristics currently recorded by the Trust.

This data was extracted as at 31 December 2015 when a total of 938 employees left Trust employment 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	692	539.04	73.77%
	Male	246	207.80	26.23%

Leavers Profile - Gender as at 31.12.2015

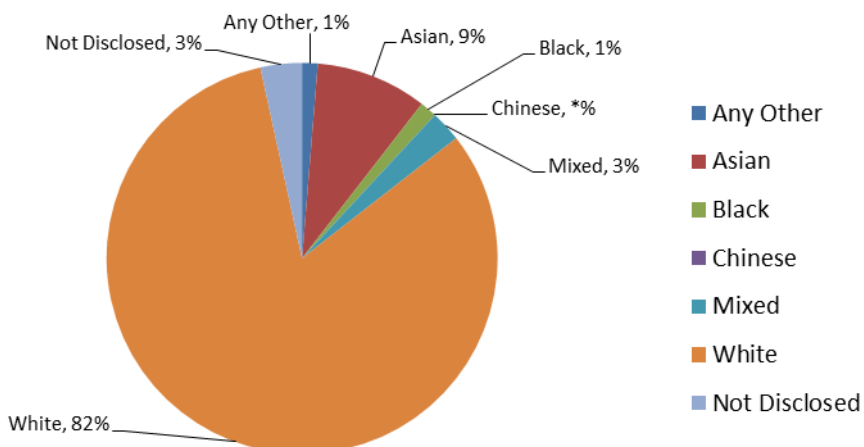


Ethnicity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Ethnicity	Any Other	12	10.64	1.28%
	Asian	86	79.80	9.17%
	Black	13	11.11	1.39%
	Chinese	*	*	*
	Mixed	24	22.29	2.56%
	White	766	597.88	81.66%
	Not Disclosed	32	20.11	3.41%

** Number too low to report. As per Equalities & Human Right Commission guidance.*

Leavers Profile - Ethnicity as at 31.12.2015

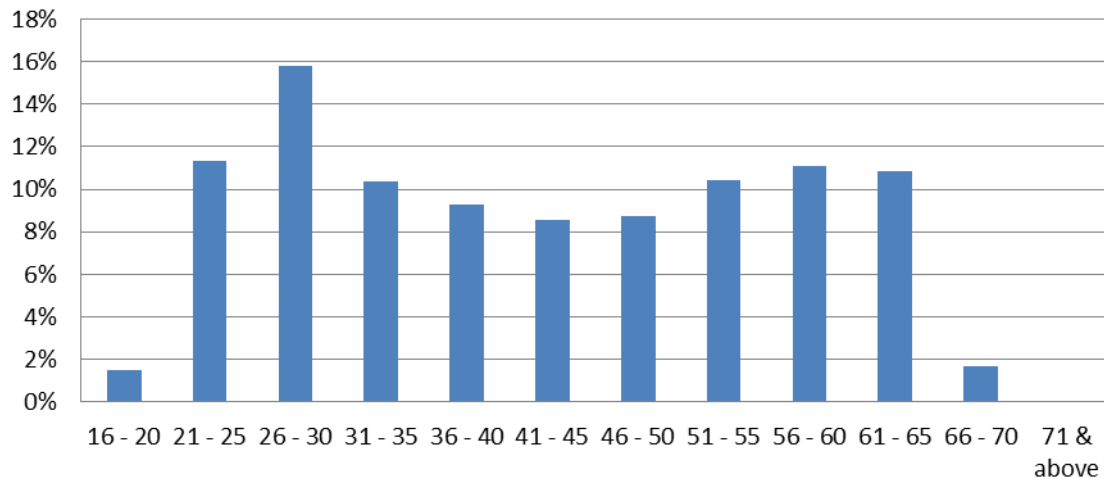


Age

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Age	16 - 20	14	7.81	1.49%
	21 - 25	106	98.78	11.30%
	26 - 30	148	129.39	15.78%
	31 - 35	97	80.37	10.34%
	36 - 40	87	72.10	9.28%
	41 - 45	80	67.62	8.53%
	46 - 50	82	59.92	8.74%
	51 - 55	98	75.94	10.45%
	56 - 60	104	77.51	11.09%
	61 - 65	102	65.74	10.87%
	66 - 70	16	9.67	1.71%
	71 & above	*	*	*

** Number too low to report. As per Equalities & Human Right Commission guidance.*

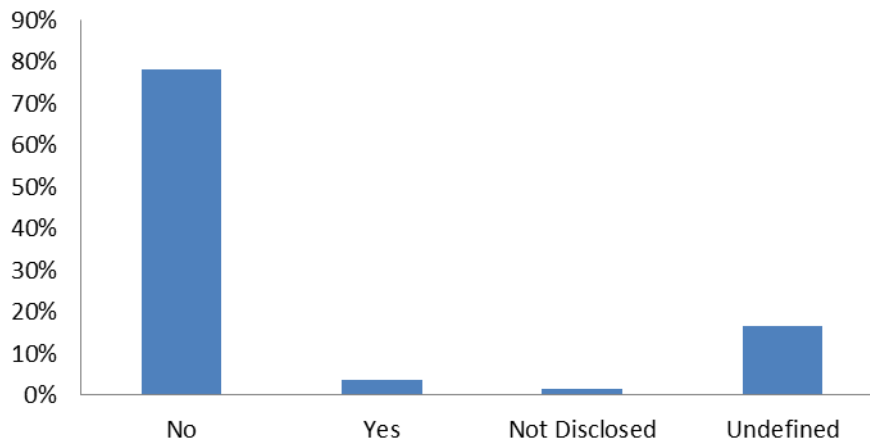
Leavers Profile - Age as at 31.12.2015



Disability

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Disability	No	732	595.70	78.04%
	Yes	34	25.62	3.62%
	Not Disclosed	15	13.11	1.60%
	Undefined	157	112.40	16.74%

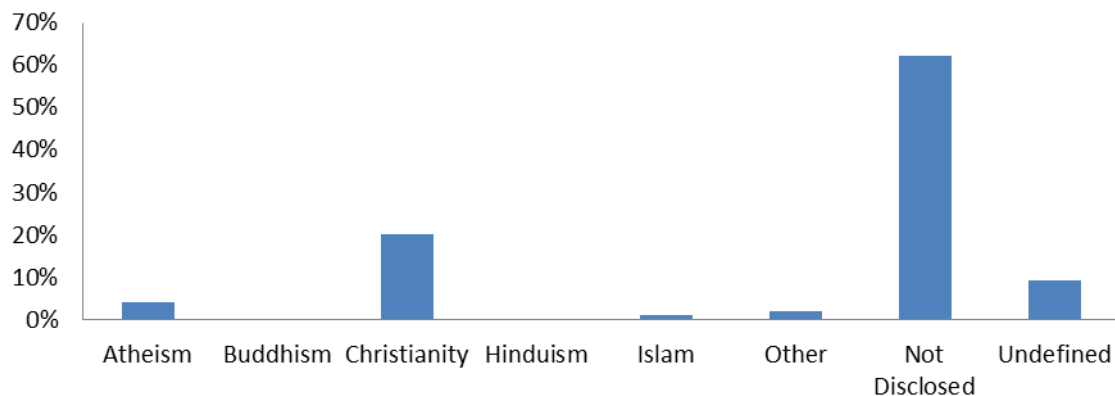
Leavers Profile - Disability as at 31.12.2015



Religious / Belief

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Religion / Belief	Atheism	40	36.37	4.26%
	Buddhism	*	*	*
	Christianity	188	146.48	20.04%
	Hinduism	*	*	*
	Islam	9	8.00	0.96%
	Other	20	14.70	2.13%
	Not Disclosed	585	469.51	62.37%
	Undefined	87	63.64	9.28%
	<i>* Number too low to report. As per Equalities & Human Right Commission guidance.</i>			

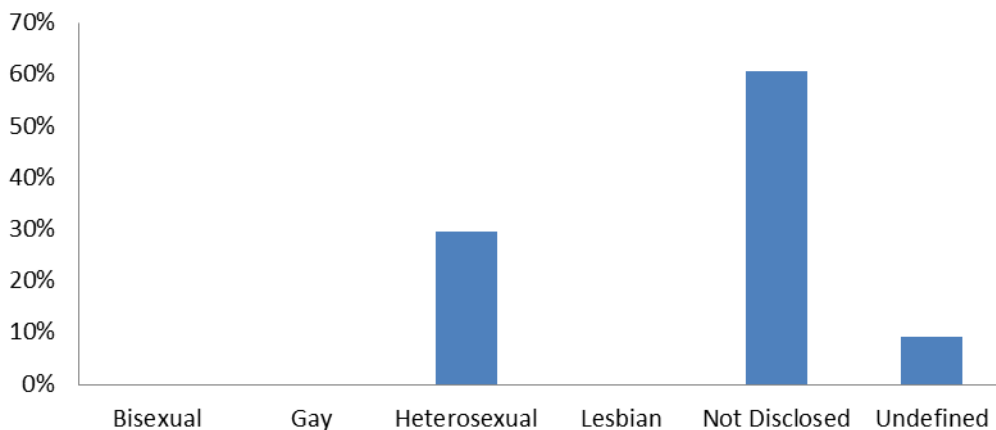
Leavers Profile - Religion / Belief as at 31.12.2015



Sexual Orientation

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Sexual Orientation	Bisexual	*	*	*
	Gay	*	*	*
	Heterosexual	278	224.05	29.64%
	Not Disclosed	568	456.10	60.55%
	Lesbian	*	*	*
	Undefined	87	63.64	9.28%
<i>* Number too low to report. As per Equalities & Human Right Commission guidance.</i>				

Leavers Profile - Sexual Orientation as at 31.12.2015



Marital Status

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Marital Status	Civil Partnership	6	12.80	0.64%
	Divorced	76	181.57	8.10%
	Legally Separated	16	53.07	1.71%
	Married	465	1004.35	49.57%
	Single	331	816.81	35.29%
	Widowed	11	23.01	1.17%
	Undefined	33	84.19	3.52%

Leavers Profile - Marital Status as at 31.12.2015

