

## New Starters Equality Data

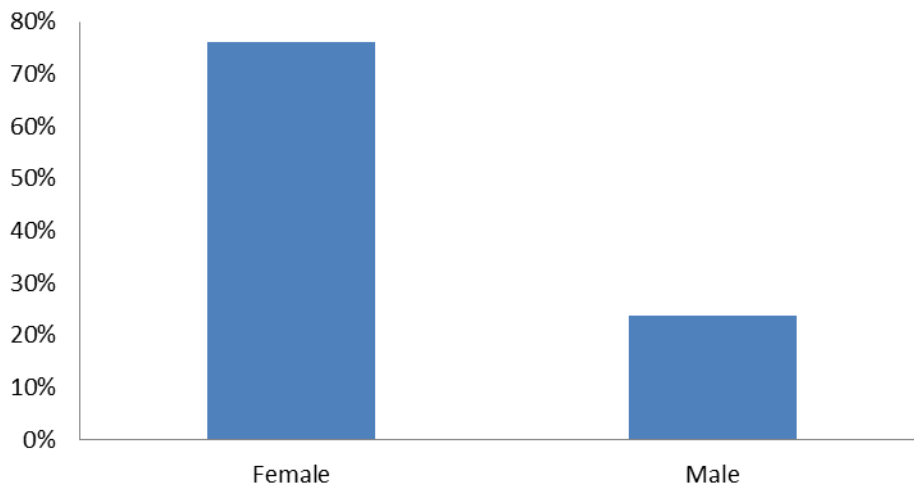
Workforce data provided below according to the protected characteristics currently recorded by the Trust.

This data was extracted as at 31 December 2015 when the Trust employed a total of 986 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	751	611.63	76.17%
	Male	235	200.82	23.83%

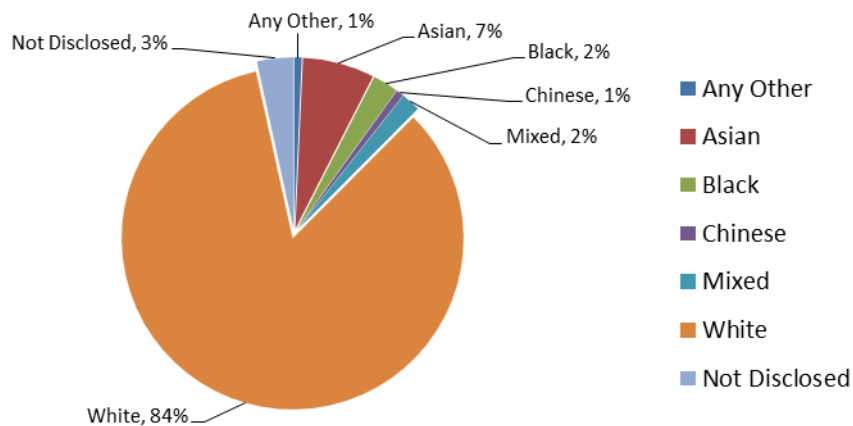
**New Starter Profile - Gender as at 31.12.2015**



### Ethnicity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Ethnicity	Any Other	7	6.40	0.71%
	Asian	67	63.54	6.80%
	Black	24	21.90	2.43%
	Chinese	7	6.00	0.71%
	Mixed	18	17.13	1.83%
	White	829	671.97	84.08%
	Not Disclosed	34	25.51	3.45%

**New Starter Profile - Ethnicity as at 31.12.2015**

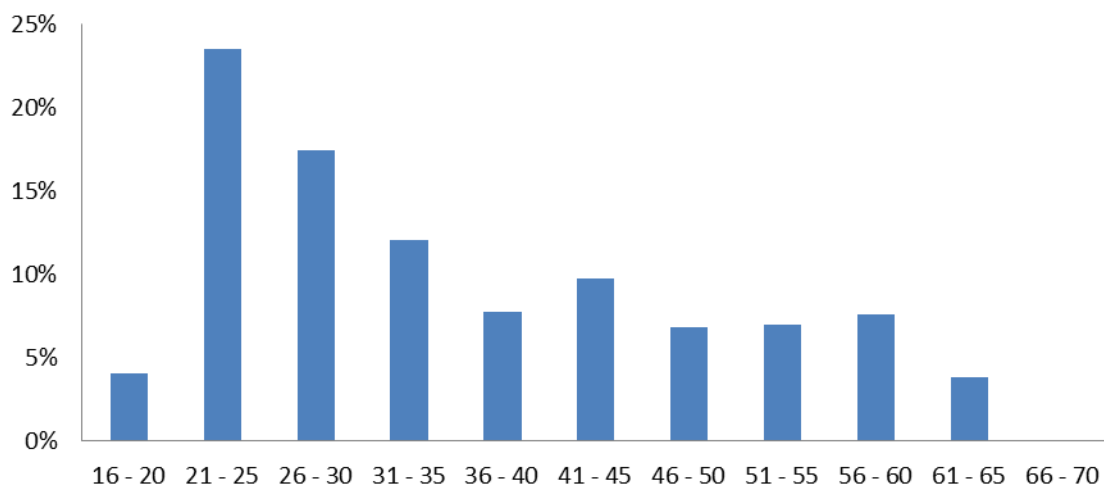


## Age

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Age	16 - 20	40	30.83	4.06%
	21 - 25	232	217.29	23.53%
	26 - 30	172	154.88	17.44%
	31 - 35	119	103.48	12.07%
	36 - 40	76	65.73	7.71%
	41 - 45	96	81.72	9.74%
	46 - 50	67	53.86	6.80%
	51 - 55	69	49.73	7.00%
	56 - 60	75	37.36	7.61%
	61 - 65	38	16.15	3.85%
	66 - 70	*	*	*

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

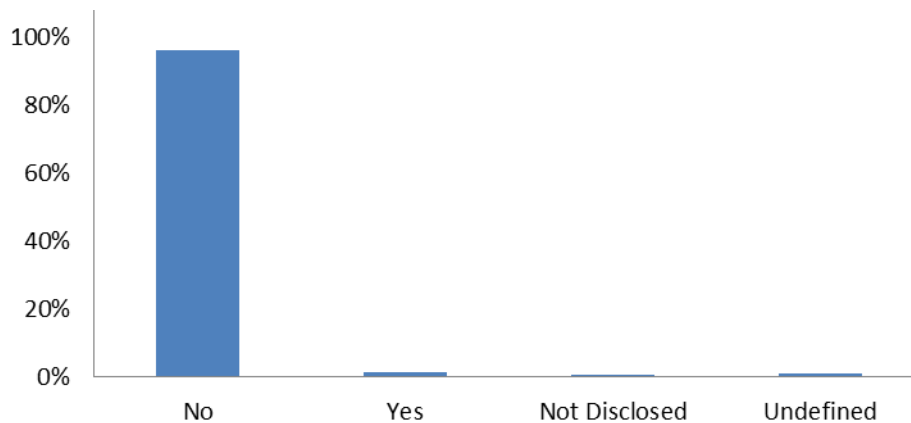
**New Starter Profile - Age as at 31.12.2015**



## Disability

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Disability	No	950	781.71	96.35%
	Yes	15	13.37	1.52%
	Not Disclosed	8	6.60	0.81%
	Unspecified	13	10.77	1.32%

**New Starter Profile - Disability as at 31.12.2015**

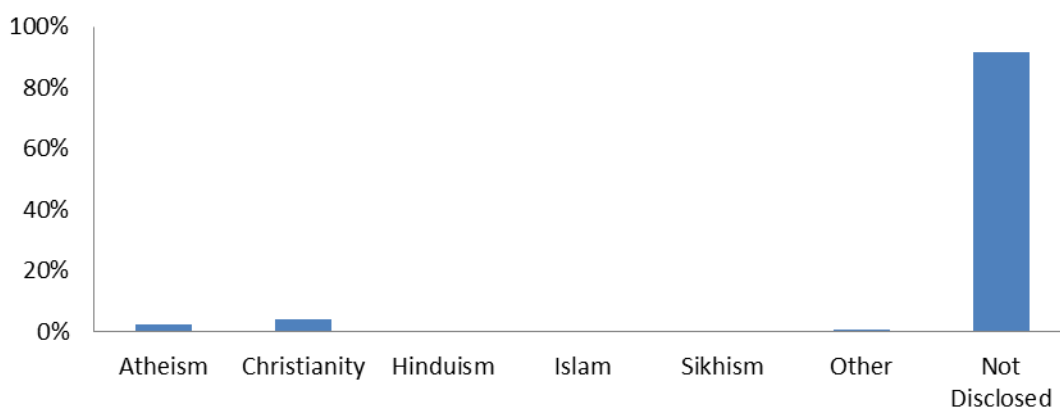


## Religion / Belief

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Religion/Belief	Atheism	25	24.28	2.54%
	Christianity	39	38.27	3.96%
	Hinduism	*	*	*
	Islam	*	*	*
	Sikhism	*	*	*
	Other	6	6.00	0.61%
	Not Disclosed	906	733.90	91.89%

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

**New Starter Profile - Religion / Belief as at 31.12.2015**

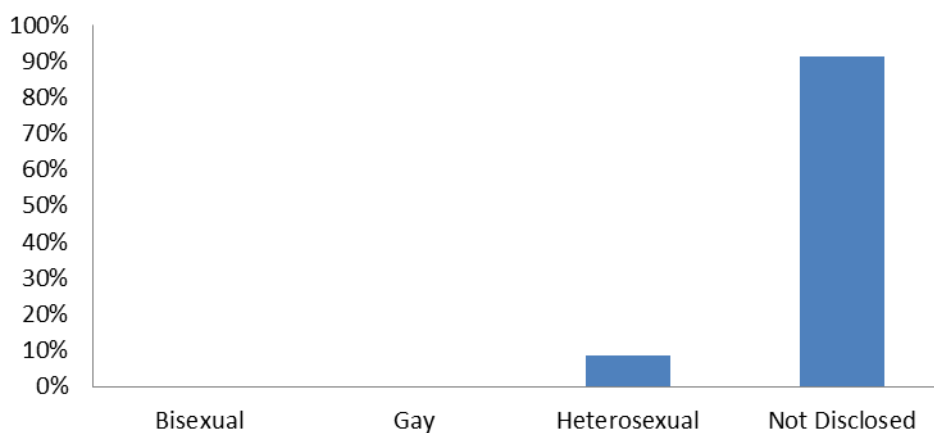


## Sexual Orientation

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Sexual Orientation	Bisexual	*	*	*
	Gay	*	*	*
	Heterosexual	85	83.75	8.62%
	Not Disclosed	899	726.90	91.18%

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

**New Starter Profile - Sexual Orientation as at 31.12.2015**



## Marital Status

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Marital Status	Civil Partnership	8	6.93	0.81%
	Divorced	56	42.55	5.68%
	Legally Separated	17	15.47	1.72%
	Married	388	293.14	39.35%
	Single	488	433.89	49.49%
	Widowed	14	8.42	1.42%
	Undefined	15	12.05	1.52%

**New Starter Profile - Marital Status as at 31.12.2015**

