

## 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 2015 when the Trust employed a total of 6811 employees comprising of permanent and fixed term contract employees. Please note this is a four page document.

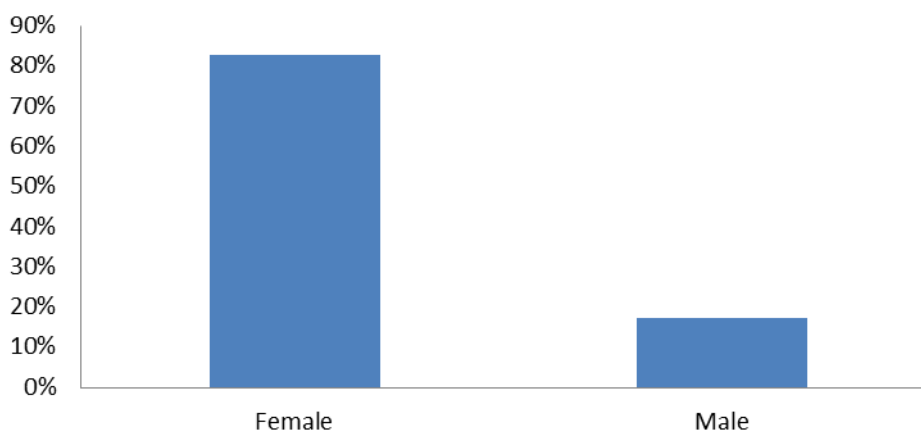
### Maternity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Pregnancy/Maternity	Maternity & Adoption	132	113.16	1.94%

### Gender

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Gender	Female	5638	4477.96	82.78%
	Male	1173	1058.75	17.22%

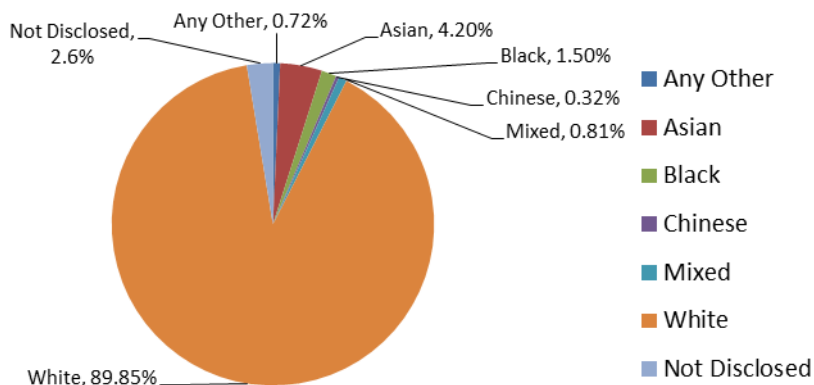
**Workforce Profile Data - Gender as at 31.12.2015**



### Ethnicity

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Ethnicity	Any Other	49	45.42	0.72%
	Asian	286	258.94	4.20%
	Black	102	91.61	1.50%
	Chinese	22	20.39	0.32%
	Mixed	55	47.70	0.81%
	White	6120	4933.44	89.85%
	Not Disclosed	177	139.22	2.60%

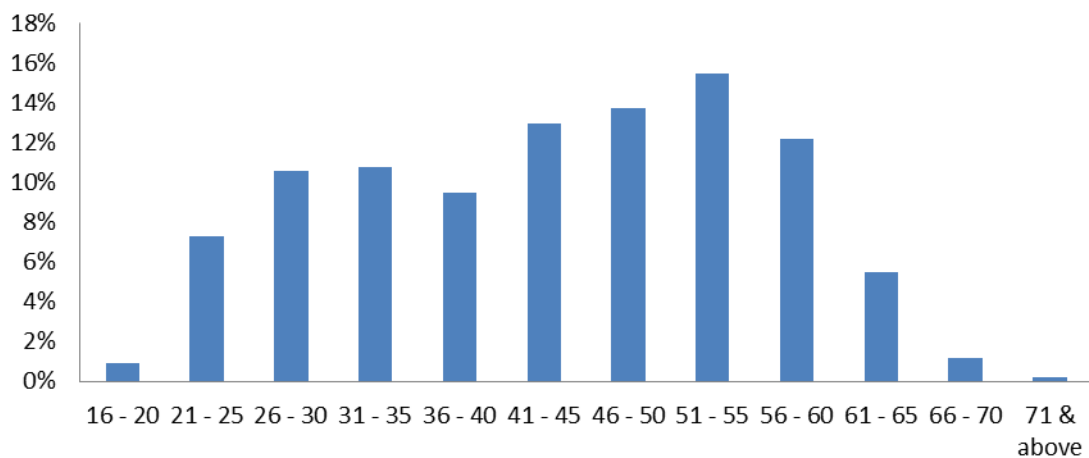
**Workforce Profile Data - Ethnicity as at 31.12.2015**



## Age

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Age	16 - 20	61	48.95	0.90%
	21 - 25	497	452.61	7.30%
	26 - 30	720	625.65	10.57%
	31 - 35	734	589.73	10.78%
	36 - 40	644	523.11	9.46%
	41 - 45	881	715.15	12.93%
	46 - 50	932	782.79	13.68%
	51 - 55	1,053	861.69	15.46%
	56 - 60	827	621.49	12.14%
	61 - 65	371	263.64	5.45%
	66 - 70	79	45.04	1.16%
	71 & above	12	6.07	0.18%

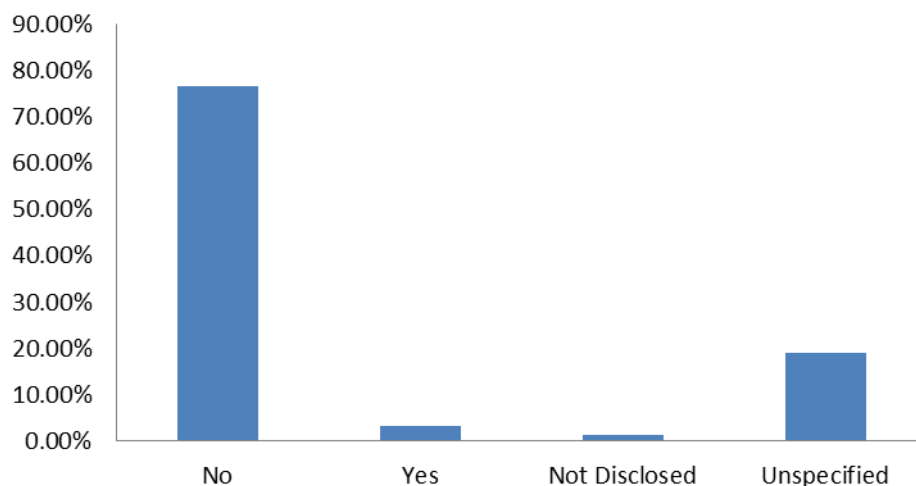
**Workforce Profile Data - Age as at 31.12.2015**



## Disability

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Disability	No	5212	4257.06	76.52%
	Yes	216	169.52	3.17%
	Not Disclosed	95	76.33	1.39%
	Unspecified	1288	1033.80	18.91%

**Workforce Profile Data - Disability as at 31.12.2015**

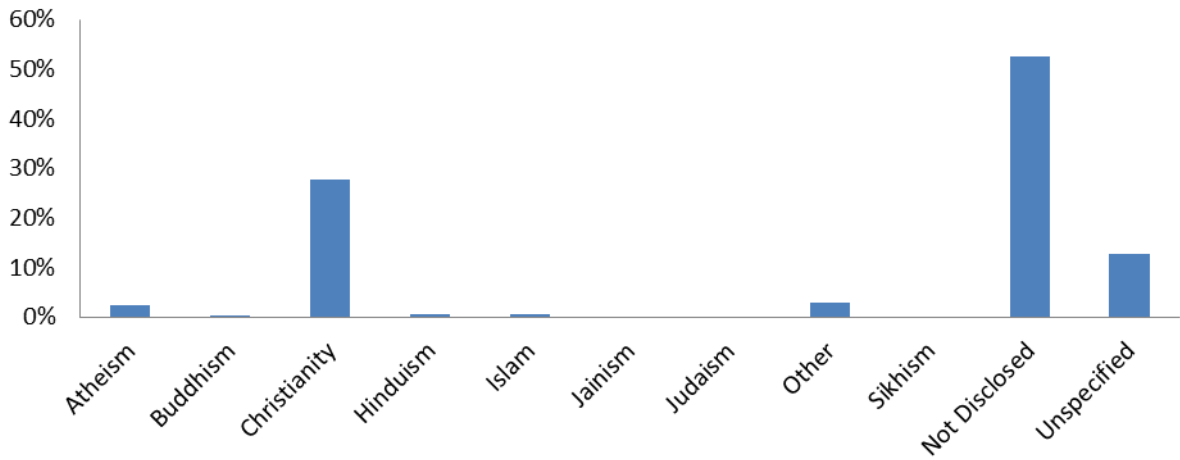


**Religion / Belief**

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Religion / Belief	Atheism	169	142.93	2.48%
	Buddhism	8	7.75	0.12%
	Christianity	1884	1508.62	27.66%
	Hinduism	46	44.24	0.68%
	Islam	37	34.32	0.54%
	Jainism	*	*	*
	Judaism	*	*	*
	Other	205	170.84	3.01%
	Sikhism	*	*	*
	Not Disclosed	3589	2921.55	52.69%
	Unspecified	866	699.55	12.71%

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

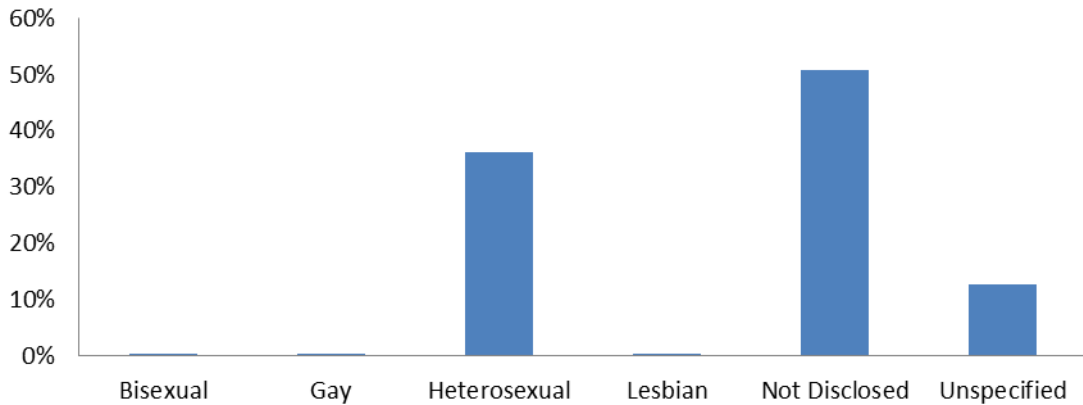
**Workforce Profile Data - Religion as at 31.12.2015**



**Sexual Orientation**

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Sexual Orientation	Bisexual	8	7.32	0.12%
	Gay	15	14.16	0.22%
	Heterosexual	2459	2005.24	36.10%
	Lesbian	13	11.84	0.19%
	Not Disclosed	3450	2798.60	50.65%
	Unspecified	866	699.55	12.71%

**Workforce Profile Data - Sexual Orientation as at 31.12.2015**



## Marital Status

Protected Characteristic	Sub Group	Headcount	FTE	Headcount %
Marital Status	Civil Partnership	54	44.01	0.79%
	Divorced	562	452.38	8.25%
	Legally Separated	106	89.36	1.56%
	Married	3776	2977.29	55.44%
	Single	2070	1784.60	30.39%
	Widowed	81	60.06	1.19%
	Unknown	162	129.01	2.38%

**Workforce Profile Data - Marital Status as at 31.12.2015**

