



Equality Monitoring of Protected Characteristics 2014-15

Contents

Explanatory Notes	3
Section 1: Gender	4
Table 1.1 Employees 2014-15 Gender Distribution	4
Table 1.2 Employees Gender Distribution Comparison 2014-15 with 2013-14.....	4
Table 1.3 Employees 2014-15 Gender by Grade	4
Table 1.4 Employees 2014-15 Gender by Employment Status	4
Table 1.5 Leavers 2014-15 Gender Distribution.....	5
Table 1.6 Recruitment - All Applications 2014-15 Gender by Candidate Type	5
Table 1.7 All Applications 2014-15 Gender by Recruitment Stage	5
Table 1.8 Employees 2014-15 Gender by Education Support	5
Section 2: National Identity	6
Table 2.1 Employees 2014-15 National Identity Distribution	6
Table 2.2 Employees National Identity Distribution Comparison 2014-15 with 2013-14	6
Table 2.3 Employees 2014-15 National Identity by Grade.....	7
Table 2.4 Employees 2014-15 National Identity by Employment Status.....	7
Table 2.5 Leavers 2014-15 National Identity distribution	8
Table 2.6 Recruitment - All Applications 2014-15 National Identity by Candidate Type	8
Table 2.7 All Applications 2014-15 National Identity by Recruitment Stage	9
Table 2.8 Employees 2014-15 National Identity by Education Support.....	9
Section 3: Ethnic Origin	10
Table 3.1 Employees 2014-15 Ethnic Origin Distribution	10
Table 3.2 Employees Ethnic Origin Distribution Comparison 2013-14 with 2014-15.....	10
Table 3.3 Employees 2014-15 Ethnic Origin by Grade	10
Table 3.4 Employees 2014-15 Ethnic Origin by Employment Status	11
Table 3.5 Leavers 2014-15 Ethnic Origin Distribution.....	11
Table 3.6 Recruitment - All Applications 2013-14 Ethnic Origin by Candidate Type	11
Table 3.7 All Applications 2014-15 Ethnic Origin by Recruitment Stage	12
Table 3.8 Employees 2014-15 Ethnic Origin by Education Support.....	12
Section 4: Religion or Belief	13
Table 4.1 Employees 2014-15 Religion or Belief Distribution	13
Table 4.2 Employees Religion or Belief Distribution Comparison 2013-14 with 2014-15.....	13
Table 4.3 Employees 2014-15 Religion or Belief by Grade	14
Table 4.4 Employees 2014-15 Religion or Belief by Employment Status	15

Table 4.5 Leavers 2014-15 Religion or Belief Distribution.....	15
Table 4.6 Recruitment - All Applications 2014-15 Religion or Belief by Candidate Type	16
Table 4.7 All Applications 2014-15 Religion or Belief by Recruitment Stage	16
Table 4.8 Employees 2014-15 Religion or Belief by Education Support	16
Section 5: Sexual Orientation	17
Table 5.1 Employees 2014-15 Sexual Orientation Distribution	17
Table 5.2 Employees Sexual Orientation Distribution Comparison 2013-14 with 2014-15	17
Table 5.3 Employees 2014-15 Sexual Orientation by Grade.....	17
Table 5.4 Employees 2014-15 Sexual Orientation by Employment Status.....	18
Table 5.5 Leavers 2014-15 Sexual Orientation Distribution	18
Table 5.6 Recruitment - All Applications 2014-15 Sexual Orientation by Candidate Type	18
Table 5.7 All Applications 2014-15 Sexual Orientation by Recruitment Stage	19
Table 5.8 Employees 2014-15 Sexual Orientation by Education Support.....	19
Section 6: Disability	20
Table 6.1 Employees 2014-15 Disability Distribution.....	20
Table 6.2 Employees Disability Distribution Comparison 2013-14 with 2014-15	20
Table 6.3 Employees 2014-15 Disability by Grade.....	20
Table 6.4 Employees 2014-15 Disability by Employment Status	21
Table 6.5 Leavers 2014-15 Disability Distribution	21
Table 6.6 Recruitment - All Applications 2014-15 Disability by Candidate Type.....	21
Table 6.7 All Applications 2014-15 Disability by Recruitment Stage.....	22
Table 6.8 Employees 2014-15 Disability by Education Support	22
Section 7: Age	23
Table 7.1 Employees 2014-15 Age Distribution	23
Table 7.2 Employees Age Distribution Comparison 2013-14 with 2014-15	23
Table 7.3 Employees 2014-15 Age by Grade.....	24
Table 7.4 Employees 2014-15 Age by Employment Status.....	24
Table 7.5 Leavers 2014-15 Age Distribution	25
Table 7.6 Recruitment - All Applications 2014-15 Age by Candidate Type	25
Table 7.7 All Applications 2014-15 Age by Recruitment Stage	26
Table 7.8 Employees 2014-15 Age by Education Support.....	26
Section 8: Transgender	27
Table 8.1 Employees 2014-15 Transgender Distribution.....	27
Table 8.2 Employees Transgender Distribution Comparison 2013-14 with 2014-15	27
Table 8.3 All Applications 2014-15 Transgender by Recruitment Stage	27

Explanatory Notes

Recruitment Stage

This table shows the numbers of applications by candidates and the recruitment stages reached. The total number of applications made is therefore read from the total column on the **right hand side**. The totals in the recruitment data tables are based on the total number of applications received across all our vacancies in the reporting period.

Using the example below, a total of 59 applications were received. There were 29 interviews (total of columns 'Interview no job offer' and 'Job offered and accepted'). 30 applications did not reach the interview stage i.e. 'Applied only'. 19 job offers were accepted.

Example recruitment table

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Gender	Female	Count	19	<10	13	37
		%	63%	50%	68%	63%
	Male	Count	11	<10	<10	22
		%	37%	50%	32%	37%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%

National Identity

British includes Mixed British.

Ethnic Origin

Label	Description
White including white minority	Includes all White ethnic groups or backgrounds
Ethnic Minority	Aggregates data from all other minority ethnic groups.

Education support

Refers to employees who have accessed resource (funding and/ or time) to complete an external qualification related to their job role, career development or lifelong learning. We are unable to track all learning and development undertaken by our workforce by specific equality groups.

Suppression of Values

Please note that values of <10 including zero counts have been suppressed for Data Protection purposes.

Section 1: Gender

Table 1.1 Employees 2014-15 Gender Distribution

		Count	%
Gender	Female	257	65%
	Male	141	35%
	Total	398	100%

Table 1.2 Employees Gender Distribution Comparison 2014-15 with 2013-14

		2013-14		2014-15		Change	
		Count	%	Count	%	count	%
Gender	Female	252	64%	257	65%	+5	+1%
	Male	142	36%	141	35%	-1	-1%
	Total	394	100%	398	100%	+4	0%

Table 1.3 Employees 2014-15 Gender by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Gender	Female	Count	121	105	31	257
		%	70%	62%	55%	65%
	Male	Count	52	64	25	141
		%	30%	38%	45%	35%
Total		Count	173	169	56	398
		%	100%	100%	100%	100%

Table 1.4 Employees 2014-15 Gender by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Gender	Female	Count	194	63	257
		%	60%	82%	65%
	Male	Count	127	14	141
		%	40%	18%	35%
Total		Count	321	77	398
		%	100%	100%	100%

Table 1.5 Leavers 2014-15 Gender Distribution

		Count	%
Gender	Female	20	67%
	Male	10	33%
	Total	30	100%

Table 1.6 Recruitment - All Applications 2014-15 Gender by Candidate Type

			Candidate Type		
			External	Internal	Total
Gender	Female	Count	12	25	37
		%	75%	58%	63%
	Male	Count	<10	18	22
		%	25%	42%	37%
Total	Total	Count	16	43	59
		%	100%	100%	100%

Table 1.7 All Applications 2014-15 Gender by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Gender	Female	Count	19	<10	13	37
		%	63%	50%	68%	63%
	Male	Count	11	<10	<10	22
		%	37%	50%	32%	37%
Total	Total	Count	30	10	19	59
		%	100%	100%	100%	100%

Table 1.8 Employees 2014-15 Gender by Education Support

		Count	%
Gender	Female	25	68%
	Male	12	32%
	Total	37	100%

Section 2: National Identity

Table 2.1 Employees 2014-15 National Identity Distribution

		Count	%
Nationality	Scottish	250	63%
	British	77	19%
	English	<10	2%
	Irish	<10	1%
	Other	10	3%
	Not Stated	50	13%
	Total	398	100%

Table 2.2 Employees National Identity Distribution Comparison 2014-15 with 2013-14

		2013-14		2014-15		Change	
		Count	%	Count	%	count	%
National Identity	Scottish	251	64%	250	63%	-1	-1%
	British	72	18%	77	19%	+5	+1%
	English	<10	1%	<10	2%	-	+1%
	Irish	<10	2%	<10	1%	-	-1%
	Other	<10	1%	10	3%	-	+2%
	Not Stated	55	14%	50	13%	-5	-1%
	Total	394	100%	398	100%	+4	0%

Table 2.3 Employees 2014-15 National Identity by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
National Identity	Scottish	Count	126	92	32	250
		%	73%	54%	57%	63%
	British	Count	20	41	16	77
		%	12%	24%	29%	19%
	English	Count	<10	<10	<10	<10
		%	2%	2%	0%	2%
	Irish	Count	<10	<10	<10	<10
		%	1%	2%	2%	1%
	Other	Count	<10	<10	<10	10
		%	3%	3%	0%	3%
	Not Stated	Count	18	25	<10	50
		%	10%	15%	13%	13%
Total		Count	173	169	56	398
		%	100%	100%	100%	100%

Table 2.4 Employees 2014-15 National Identity by Employment Status

			Employment Status		
			Full-time	Part-time	Total
National Identity	Scottish	Count	197	53	250
		%	61%	69%	63%
	British	Count	65	12	77
		%	20%	16%	19%
	English	Count	<10	<10	<10
		%	2%	0%	2%
	Irish	Count	<10	<10	<10
		%	1%	3%	1%
	Other	Count	<10	<10	10
		%	2%	3%	3%
	Not Stated	Count	42	<10	50
		%	13%	10%	13%
Total		Count	321	77	398
		%	100%	100%	100%

Table 2.5 Leavers 2014-15 National Identity distribution

		Count	%
National identity	Scottish	15	50%
	British	<10	23%
	English	<10	3%
	Irish	<10	-
	Other	<10	10%
	Not Stated	<10	13%
	Total	30	100%

Table 2.6 Recruitment - All Applications 2014-15 National Identity by Candidate Type

			Candidate Type		
			External	Internal	Total
National Identity	Scottish	Count	<10	34	34
		%	0%	79%	58%
	British	Count	14	<10	14
		%	88%	0%	24%
	British or Mixed	Count			
	British		<10	<10	<10
		%	0%	14%	10%
	English	Count	<10	<10	<10
		%	0%	2%	2%
	Irish	Count	<10	<10	<10
		%	0%	2%	2%
	Other	Count	<10	<10	<10
		%	13%	0%	3%
	Not Stated	Count	<10	<10	<10
		%	0%	2%	2%
	Total	Count	16	43	59
		%	100%	100%	100%

Table 2.7 All Applications 2014-15 National Identity by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
National Identity	Scottish	Count	17	<10	13	34
		%	57%	40%	68%	58%
	British	Count	<10	<10	<10	14
		%	27%	40%	11%	24%
	British or Mixed British	Count	<10	<10	<10	<10
		%	0%	20%	21%	10%
	English	Count	<10	<10	<10	<10
		%	3%	0%	0%	2%
	Irish	Count	<10	<10	<10	<10
		%	3%	0%	0%	2%
	Other	Count	<10	<10	<10	<10
		%	7%	0%	0%	3%
	Not Stated	Count	<10	<10	<10	<10
		%	3%	0%	0%	2%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%

Table 2.8 Employees 2014-15 National Identity by Education Support

National Identity	Count	%
Scottish	26	70%
British	<10	11%
English	<10	-
Irish	<10	-
Other	<10	-
Not Stated	<10	14%
Total	37	100%

Section 3: Ethnic Origin

Table 3.1 Employees 2014-15 Ethnic Origin Distribution

		Count	%
Ethnic Origin	White including white minority	275	69%
	Ethnic minority	12	3%
	Not Stated	111	28%
	Total	398	100%

Table 3.2 Employees Ethnic Origin Distribution Comparison 2013-14 with 2014-15

		2013-14		2014-15		Change	
		Count	%	Count	%	count	%
Ethnic Origin	White including white minority	271	69%	275	69%	+4	0%
	Ethnic minority	10	2%	12	3%	+2	+1%
	Not Stated	113	29%	111	28%	-2	-1%
	Total	394	100%	398	100%	+4	0%

Table 3.3 Employees 2014-15 Ethnic Origin by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Ethnic Origin	White including white minority	Count	122	112	41	275
		%	71%	66%	73%	69%
	Ethnic minority	Count	<10	<10	<10	12
		%	1%	6%	-	3%
	Not Stated	Count	48	48	15	111
		%	28%	28%	27%	28%
Total		Count	173	169	56	398
		%	100%	100%	100%	100%

Table 3.4 Employees 2014-15 Ethnic Origin by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Ethnic Origin	White including white minority	Count	217	58	275
		%	68%	75%	69%
	Ethnic minority	Count	<10	<10	12
		%	2%	4%	3%
	Not Stated	Count	95	16	111
		%	30%	21%	28%
Total		Count	321	77	398
		%	100%	100%	100%

Table 3.5 Leavers 2014-15 Ethnic Origin Distribution

		Count	%
Ethnic Origin	White including white minority	16	53%
	Ethnic minority	<10	10%
	Not Stated	11	37%
Total		30	100%

Table 3.6 Recruitment - All Applications 2013-14 Ethnic Origin by Candidate Type

			Candidate Type		
			External	Internal	Total
Ethnic Origin	White including white minority	Count	<10	33	33
		%	0%	77%	56%
	Ethnic minority	Count	<10	<10	<10
		%	13%	0%	3%
	Not Stated	Count	14	10	24
		%	88%	23%	41%
Total		Count	16	43	59
		%	100%	100%	100%

Table 3.7 All Applications 2014-15 Ethnic Origin by Recruitment Stage

			Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Ethnic Origin	White including white minority	Count	13	<10	15	33
		%	43%	50%	79%	56%
	Ethnic minority	Count	<10	<10	<10	<10
		%	7%	-	-	3%
	Not Stated	Count	15	<10	<10	24
		%	50%	50%	21%	41%
	Total	Count	30	10	19	59
		%	100%	100%	100%	100%

Table 3.8 Employees 2014-15 Ethnic Origin by Education Support

Ethnic Origin	Count	%
White including white minority	29	78%
Ethnic minority	<10	6%
Not Stated	<10	16%
Total	37	100%

Section 4: Religion or Belief

Table 4.1 Employees 2014-15 Religion or Belief Distribution

		Count	%
Religion or Belief	Buddhist	<10	0%
	Christian	128	32%
	Hindu	<10	1%
	Muslim	<10	1%
	No religion	127	32%
	Other	<10	1%
	Not Stated	134	34%
	Total	398	100%

Table 4.2 Employees Religion or Belief Distribution Comparison 2013-14 with 2014-15

		2013-14		2014-15		Change	
		Count	%	Count	%	count	%
Religion or Belief	Buddhist	<10	-	<10	0%	-	-
	Christian	126	32%	128	32%	+2	0%
	Hindu	<10	-	<10	1%	-	-
	Muslim	<10	-	<10	1%	-	-
	No religion	127	32%	127	32%	0	0%
	Other	<10	-	<10	1%	-	-
	Not Stated	134	34%	134	34%	0	0%
	Total	394	100%	398	100%	+4	0%

Table 4.3 Employees 2014-15 Religion or Belief by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Religion or Belief	Buddhist	Count	<10	<10	<10	<10
		%	0%	1%	0%	0%
	Christian	Count	62	48	18	128
		%	36%	28%	32%	32%
	Hindu	Count	<10	<10	<10	<10
		%	0%	2%	0%	1%
	Muslim	Count	<10	<10	<10	<10
		%	0%	1%	0%	1%
	No religion	Count	57	50	20	127
		%	33%	30%	36%	32%
	Other	Count	<10	<10	<10	<10
		%	1%	1%	2%	1%
	Not Stated	Count	53	64	17	134
		%	31%	38%	30%	34%
Total		Count	173	169	56	398
		%	100%	100%	100%	100%

Table 4.4 Employees 2014-15 Religion or Belief by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Religion or Belief	Buddhist	Count	<10	<10	<10
		N %	0%	0%	0%
	Christian	Count	91	37	128
		N %	28%	48%	32%
	Hindu	Count	<10	<10	<10
		N %	1%	1%	1%
	Muslim	Count	<10	<10	<10
		N %	0%	1%	1%
	No religion	Count	102	25	127
		N %	32%	32%	32%
	Other	Count	<10	<10	<10
		N %	1%	0%	1%
	Not Stated	Count	121	13	134
		N %	38%	17%	34%
Total		Count	321	77	398
		N %	100%	100%	100%

Table 4.5 Leavers 2014-15 Religion or Belief Distribution

		Count	N %
Religion or belief	Buddhist	<10	3%
	Christian	<10	30%
	Hindu	<10	3%
	No religion	<10	20%
	Not Stated	13	43%
	Total	30	100%

Table 4.6 Recruitment - All Applications 2014-15 Religion or Belief by Candidate Type

			Candidate Type		
			External	Online	Total
Religion or Belief	Christian	Count	<10	12	17
		%	31%	28%	29%
	No religion	Count	<10	<10	11
		%	19%	19%	19%
	Not Stated	Count	<10	23	31
		%	50%	53%	53%
Total		Count	16	43	59
		%	100%	100%	100%

Table 4.7 All Applications 2014-15 Religion or Belief by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Religion or Belief	Christian	Count	10	<10	<10	17
		%	33%	40%	16%	29%
	No religion	Count	<10	<10	<10	11
		%	13%	30%	21%	19%
	Not Stated	Count	16	<10	12	31
		%	53%	30%	63%	53%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%

Table 4.8 Employees 2014-15 Religion or Belief by Education Support

Religion or Belief	Count	%
Christian	13	35%
Muslim	<10	3%
No religion	13	35%
Not Stated	10	27%
Total	37	100%

Section 5: Sexual Orientation¹

Table 5.1 Employees 2014-15 Sexual Orientation Distribution

		Count	%
Sexual Orientation	Heterosexual	325	82%
	Lesbian, gay or bisexual	<10	2%
	Not Stated	64	16%
	Total	398	100%

Table 5.2 Employees Sexual Orientation Distribution Comparison 2013-14 with 2014-15

		2013-14		2014-15		Change	
		Count	%	Count	%	count	%
Sexual Orientation	Heterosexual	316	80%	325	82%	+9	+2%
	Lesbian, gay or bisexual	<10	-	<10	2%	-	-
	Not stated	71	18%	64	16%	-7	-2%
	Total	394	100%	398	100%	+4	0%

Table 5.3 Employees 2014-15 Sexual Orientation by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Sexual Orientation	Heterosexual	Count	148	132	45	325
		%	86%	78%	80%	82%
	Lesbian, gay or bisexual	Count	<10	<10	<10	<10
		%	2%	4%	0%	2%
	Not stated	Count	22	31	11	64
		%	13%	18%	20%	16%
Total	Count	173	169	56	398	
	%	100%	100%	100%	100%	

¹ Responses recorded for Bisexual, Gay man and Gay woman or Lesbian has been aggregated under the heading 'Lesbian, Gay or Bisexual' due to low counts.

Table 5.4 Employees 2014-15 Sexual Orientation by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Sexual Orientation	Heterosexual	Count	256	69	325
		%	80%	90%	82%
	Lesbian, gay or bisexual	Count	<10	<10	<10
		%	3%	0%	2%
	Not stated	Count	56	<10	64
		%	17%	10%	16%
Total		Count	321	77	398
		%	100%	100%	100%

Table 5.5 Leavers 2014-15 Sexual Orientation Distribution

		Count	%
Sexual Orientation	Heterosexual	24	80%
	Lesbian, gay or bisexual	<10	7%
	Not stated	<10	13%
Total		30	100%

Table 5.6 Recruitment - All Applications 2014-15 Sexual Orientation by Candidate Type

			Candidate Type		
			External	Internal	Total
Sexual Orientation	Heterosexual	Count	14	37	51
		%	88%	86%	86%
	Lesbian, gay or bisexual	Count	<10	<10	<10
		%	13%	2%	5%
	Not stated	Count	<10	<10	<10
		%	0%	12%	8%
Total		Count	16	43	59
		%	100%	100%	100%

Table 5.7 All Applications 2014-15 Sexual Orientation by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Sexual Orientation	Heterosexual	Count	26	10	15	51
		%	87%	100%	79%	86%
	Lesbian, gay or bisexual	Count	<10	<10	<10	<10
		%	3%	0%	11%	5%
	Not stated	Count	<10	<10	<10	<10
		%	10%	0%	11%	8%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%

Table 5.8 Employees 2014-15 Sexual Orientation by Education Support

Sexual Orientation	Count	%
Heterosexual	32	86%
Lesbian, gay or bisexual	<10	3%
Not Stated	<10	11%
Total	37	100%

Section 6: Disability

Table 6.1 Employees 2014-15 Disability Distribution

		Count	%
Disability	No	334	84%
	Yes	20	5%
	Not stated	44	11%
	Total	398	100%

Table 6.2 Employees Disability Distribution Comparison 2013-14 with 2014-15

		2013-14		2014-15		Change	Percent
		Count	%	Count	%	Count	change
Disability	No	323	82%	334	84%	+11	+2%
	Yes	19	5%	20	5%	+1	0%
	Not stated	52	13%	44	11%	-8	-2%
	Total	394	100%	398	100%	+4	0%

Table 6.3 Employees 2014-15 Disability by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Disability	No	Count	146	141	47	334
		%	84%	83%	84%	84%
	Yes	Count	<10	<10	<10	20
		%	5%	4%	7%	5%
	Not stated	Count	18	21	<10	44
		%	10%	12%	9%	11%
Total		Count	173	169	56	398
		%	100%	100%	100%	100%

Table 6.4 Employees 2014-15 Disability by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Disability	No	Count	267	67	334
		%	83%	87%	84%
	Yes	Count	18	<10	20
		%	6%	3%	5%
	Not stated	Count	36	<10	44
		%	11%	10%	11%
Total		Count	321	77	398
		%	100%	100%	100%

Table 6.5 Leavers 2014-15 Disability Distribution

		Count	%
Disability	No	27	90%
	Yes	-	-
	Not Stated	<10	10%
	Total	30	100%

Table 6.6 Recruitment - All Applications 2014-15 Disability by Candidate Type

			Candidate Type		
			External	Internal	Total
Disability	No	Count	16	40	56
		%	100%	93%	95%
	Yes	Count	<10	<10	<10
		%	0%	2%	2%
	Not Stated	Count	<10	<10	<10
		%	0%	5%	3%
Total		Count	16	43	59
		%	100%	100%	100%

Table 6.7 All Applications 2014-15 Disability by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Disability	No	Count	29	<10	18	56
		%	97%	90%	95%	95%
	Yes	Count	<10	<10	<10	<10
		%	0%	10%	0%	2%
	Not stated	Count	<10	<10	<10	<10
		%	3%	0%	5%	3%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%

Table 6.8 Employees 2014-15 Disability by Education Support

Disability	Count	%
No	34	92%
Yes	<10	-
Not stated	<10	8%
Total	37	100%

Section 7: Age

Table 7.1 Employees 2014-15 Age Distribution

		Count	%
Age (banded)	< = 24	16	4%
	25 - 39	139	35%
	40 - 49	128	32%
	50 - 59	95	24%
	60+	20	5%
	Not stated	0	0%
	Total	398	100%

Table 7.2 Employees Age Distribution Comparison 2013-14 with 2014-15

		2013-14		2014-15		Change	
		Count	%	Count	%	Count	%
Age (banded)	<= 24	21	5%	16	4%	-5	-1%
	25 - 39	145	37%	139	35%	-6	-2%
	40 - 49	136	35%	128	32%	-8	-3%
	50 - 59	73	19%	95	24%	+22	+5%
	60+	19	5%	20	5%	+1	0%
	Not stated	<10	-	0	0%	-	-
	Total	394	100%	398	100%	+4	0%

Table 7.3 Employees 2014-15 Age by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Age (banded)	<= 24	Count	14	<10	<10	16
		%	8%	1%	0%	4%
	25 - 39	Count	62	72	<10	139
		%	36%	43%	9%	35%
	40 - 49	Count	45	58	25	128
		%	26%	34%	45%	32%
	50 - 59	Count	37	35	23	95
		%	21%	21%	41%	24%
	60+	Count	15	<10	<10	20
		%	9%	1%	5%	5%
	Not stated	Count	<10	<10	<10	<10
		%	0%	0%	0%	0%
Total		Count	173	169	56	398
		%	100%	100%	100%	100%

Table 7.4 Employees 2014-15 Age by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Age (banded)	< = 24	Count	15	<10	16
		%	5%	1%	4%
	25 - 39	Count	122	17	139
		%	38%	22%	35%
	40 - 49	Count	98	30	128
		%	31%	39%	32%
	50 - 59	Count	75	20	95
		%	23%	26%	24%
	60+	Count	11	<10	20
		%	3%	12%	5%
	Not stated	Count	<10	<10	<10
		%	0%	0%	0%
Total		Count	321	77	398
		%	100%	100%	100%

Table 7.5 Leavers 2014-15 Age Distribution

		Count	%
Age (banded)	< = 24	<10	13%
	25 - 39	11	37%
	40 - 49	<10	20%
	50 - 59	<10	10%
	60+	<10	20%
	Not stated	<10	0%
	Total	30	100%

Table 7.6 Recruitment - All Applications 2014-15 Age by Candidate Type

			Candidate Type		
			External	Internal	Total
Age (banded)	<= 24	Count	15	<10	19
		%	94%	9%	32%
	25 - 39	Count	0	20	20
		%	0%	47%	34%
	40 - 49	Count	<10	13	14
		%	6%	30%	24%
	50 - 59	Count	<10	<10	<10
		%	0%	12%	8%
	60+	Count	<10	<10	<10
		%	0%	0%	0%
	Not stated	Count	<10	<10	<10
		%	0%	2%	2%
Total		Count	16	43	59
		%	100%	100%	100%

Table 7.7 All Applications 2014-15 Age by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Age (banded)	<= 24	Count	10	<10	<10	19
		%	33%	40%	26%	32%
	25 - 39	Count	10	<10	<10	20
		%	33%	30%	37%	34%
	40 - 49	Count	<10	<10	<10	14
		%	23%	20%	26%	24%
	50 - 59	Count	<10	<10	<10	<10
		%	7%	10%	11%	8%
	60+	Count	<10	<10	<10	<10
		%	0%	0%	0%	0%
Not stated		Count	<10	0	0	<10
		%	3%	0%	0%	2%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%

Table 7.8 Employees 2014-15 Age by Education Support

Age (banded)	Count	%
<= 24	<10	3%
25 - 39	18	49%
40 - 49	13	35%
50 - 59	<10	14%
60+	<10	0%
Not stated	<10	0%
Total	37	100%

Section 8: Transgender

No employees have disclosed identifying as transgender through our employee monitoring. We have therefore published selected data tables only.

Table 8.1 Employees 2014-15 Transgender Distribution

		Count	%
Transgender	No	277	70%
	Yes	-	-
	Not stated	121	30%
	Total	398	100%

Table 8.2 Employees Transgender Distribution Comparison 2013-14 with 2014-15

		2013-14		2014-15		Change	
		Count	%	Count	%	Count	%
Transgender	No	264	67%	277	70%	+13	+3%
	Yes	-	-	-	-	-	-
	Not stated	130	33%	121	30%	-9	-3%
	Total	394	100%	398	100%	+4	0%

Table 8.3 All Applications 2014-15 Transgender by Recruitment Stage

			Recruitment Stage			
			Applied only	Interview no job offer	Job offered and accepted	Total
Transgender	No	Count	<10	<10	<10	14
		%	27%	0%	32%	24%
	Yes	Count	<10	<10	<10	<10
		%	-	-	-	-
	Not stated	Count	22	10	13	45
		%	73%	100%	68%	76%
Total		Count	30	10	19	59
		%	100%	100%	100%	100%