



# Equality Monitoring of Protected Characteristics 2012-13

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## Explanatory Notes

### Recruitment Stage

This table shows the numbers of applications by candidates. The Recruitment Stage is the final stage that the candidate reached. The total number of applications made is therefore read from the total column on the **right hand side**. The total number of applications that reached a stage is the sum of the stage itself (i.e. those applications which got no further) and the detail columns beyond it.

For example in the table below, in the total rows, the total number of applications was 255. 146 applications did not get beyond the application stage. The number of interviews was 109 (i.e. 63 + 5 + 41). The number of applications that did not get beyond the interview stage was 63. The number of offers made was 46 (5 + 41). Five of the offers made were not accepted; 41 were.

### Example - All Applications Gender by Recruitment Stage

			Recruitment Stage				Total
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	
Gender	Female	Count	108	36	<5	25	173
		%	74%	57%	n/a	61%	68%
	Male	Count	36	26	<5	16	79
		%	25%	41%	n/a	39%	31%
	Not stated	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
Total		Count	146	63	5	41	255
		%	100%	100%	100%	100%	100%

The totals in the recruitment data tables are based on the total number of applications received across all our vacancies in the reporting period.

### National Identity

British includes Mixed British.

### Ethnic Origin

Heading	Description
Asian	Includes Indian, Pakistani, Bangladeshi, Asian British and other Asian
Black	Includes Black or Black British other, Caribbean and African
Chinese	Chinese only
White	Includes White British, White Irish and other White
Mixed	Includes White and Caribbean, White and Black African, White and Asian and other Mixed Ethnicity
Other	Includes other Ethnic Group, Gypsy and Traveller.

### Suppression of Values

Please note that values of <5 including zero counts have been suppressed for Data Protection purposes.

## Section 1: Gender

**Table 1.1 Employees 2012-13 Gender Distribution**

		Count	%
Gender	Female	261	64%
	Male	147	36%
	Total	408	100%

**Table 1.2 Employees 2012-13 Gender by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Gender	Female	Count	131	100	30	261
		%	71%	61%	52%	64%
	Male	Count	54	65	28	147
		%	29%	39%	48%	36%
Total	Total	Count	185	165	58	408
		%	100%	100%	100%	100%

**Table 1.3 Employees 2012-13 Gender by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Gender	Female	Count	188	73	261
		%	59%	83%	64%
	Male	Count	129	15	147
		%	41%	17%	36%
Total	Total	Count	320	88	408
		%	100%	100%	100%

**Table 1.4 Leavers 2012-13 Gender Distribution**

		Count	%
Gender	Female	22	58%
	Male	16	42%
	Total	38	100%

**Table 1.5 Recruitment - All Applications 2012-13 Gender by Candidate Type**

			Candidate Type		
			External	Internal	Total
Gender	Female	Count	203	23	226
		%	70%	42%	65%
	Male	Count	82	25	107
		%	28%	45%	31%
	Not stated	Count	7	7	14
		%	2%	13%	4%
	Total	Count	292	55	347
		%	100%	100%	100%

**Table 1.6 All Applications 2012-13 Gender by Recruitment Stage**

			Recruitment Stage				Total
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	
Gender	Female	Count	161	45	<5	20	226
		%	71%	52%	n/a	59%	65%
	Male	Count	59	35	<5	12	107
		%	26%	41%	n/a	35%	31%
	Not stated	Count	6	6	<5	<5	14
		%	3%	7%	n/a	n/a	n/a
	Total	Count	226	86	<5	34	347
		%	100%	100%	100%	100%	100%

**Table 1.7 Employees 2012-13 Gender by Education Support**

		Count	%
Gender	Female	17	55%
	Male	14	45%
	Total	31	100%

## Section 2: National Identity<sup>1</sup>

**Table 2.1 Employees 2012-13 National Identity Distribution**

		Count	%
National Identity	British	78	19%
	English	6	1%
	Irish	6	1%
	Scottish	267	65%
	Other	<5	n/a
	Not stated	47	12%
	Total	408	100%

**Table 2.2 Employees 2012-13 National Identity by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
National Identity	British	Count	19	44	15	78
		%	10%	27%	26%	19%
	English	Count	<5	<5	<5	6
		%	n/a	n/a	n/a	1%
	Irish	Count	<5	<5	<5	6
		%	n/a	n/a	n/a	1%
	Scottish	Count	144	87	36	267
		%	78%	53%	62%	65%
	Other	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Not stated	Count	16	25	6	47
		%	9%	15%	10%	12%
Total		Count	185	165	58	408
		%	100%	100%	100%	100%

<sup>1</sup> In 2013 we changed the question in our recruitment equality monitoring from one about Nationality to National identity. The figures for current staff reflect responses across both terms. We will standardise this data as part of our shared services project for reporting in 2017.

**Table 2.3 Employees 2012-13 National Identity by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
National Identity	British	Count	65	13	78
		%	20%	15%	19%
	English	Count	6	<5	6
		%	2%	n/a	1%
	Irish	Count	<5	<5	6
		%	n/a	n/a	1%
	Scottish	Count	206	61	267
		%	64%	69%	65%
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	37	10	47
		%	12%	11%	12%
Total		Count	320	88	408
		%	100%	100%	100%

**Table 2.4 Leavers 2012-13 National Identity Distribution**

		Count	%
National Identity	British	8	21%
	English	<5	n/a
	Irish	<5	n/a
	Scottish	25	66%
	Other	<5	n/a
	Not stated	<5	n/a
	Total	38	100%

**Table 2.5 Recruitment - All Applications 2012-13 National Identity by Candidate Type**

			Candidate Type		
			External	Internal	Total
National Identity	British	Count	7	12	19
		%	2%	22%	5%
	English	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Irish	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Scottish	Count	12	33	45
		%	4%	60%	13%
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	271	10	281
		%	93%	18%	81%
	Total	Count	292	55	347
		%	100%	100%	100%

**Table 2.6 All Applications 2012-13 National Identity by Recruitment Stage**

			Recruitment Stage				Total
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	
National Identity	British	Count	7	9	<5	<5	19
		%	3%	10%	n/a	n/a	5%
	English	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Irish	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Scottish	Count	11	21	<5	13	45
		%	5%	24%	n/a	38%	13%
	Other	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Not stated	Count	207	56	<5	17	281
		%	92%	65%	n/a	50%	81%
	Total	Count	226	86	<5	34	347
		%	100%	100%	n/a	100%	100%



**Table 2.7 Employees 2012-13 National Identity by Education Support**

<b>National Identity</b>	<b>Count</b>	<b>%</b>
British	4	13%
English	<5	n/a
Irish	<5	n/a
Scottish	23	74%
Other	<5	n/a
Not stated	<5	n/a
Total	31	100%

### Section 3: Ethnic Origin

**Table 3.1 Employees 2012-13 Ethnic Origin Distribution**

		Count	%
Ethnic Origin	Asian	9	2%
	Black	<5	n/a
	Chinese	<5	n/a
	White	288	71%
	Mixed	<5	n/a
	Other	<5	n/a
	Not stated	108	26%
	Total	408	100%

**Table 3.2 Employees 2012-13 Ethnic Origin by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Ethnic Origin	Asian	Count	<5	7	<5	9
		%	n/a	4%	n/a	2%
	Black	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Chinese	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	White	Count	134	110	44	288
		%	72%	67%	76%	71%
	Mixed	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Other	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Not stated	Count	48	46	14	108
		%	26%	28%	24%	26%
	Total	Count	185	165	58	408
		%	100%	100%	100%	100%

**Table 3.3 Employees 2012-13 Ethnic Origin by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Ethnic Origin	Asian	Count	7	<5	9
		%	2%	n/a	2%
	Black	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Chinese	Count	<5	<5	<5
		%	n/a	n/a	n/a
	White	Count	225	63	288
		%	70%	72%	71%
	Mixed	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	86	22	108
		%	27%	25%	26%
	Total	Count	320	88	408
		%	100%	100%	100%

**Table 3.4 Leavers 2012-13 Ethnic Origin Distribution**

		Count	%
Ethnic Origin	Asian	<5	n/a
	Black	<5	n/a
	Chinese	<5	n/a
	White	29	76%
	Mixed	<5	n/a
	Other	<5	n/a
	Not stated	6	16%
	Total	38	100%

**Table 3.5 Recruitment - All Applications 2012-13 Ethnic Origin by Candidate Type**

			Candidate Type		
			External	Internal	Total
Ethnic Origin	Asian	Count	9	<5	9
		%	3%	n/a	3%
	Black	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Chinese	Count	<5	<5	<5
		%	n/a	n/a	n/a
	White	Count	78	34	112
		%	27%	62%	32%
	Mixed	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	198	21	219
		%	68%	38%	63%
	Total	Count	292	55	347
		%	100%	100%	100%

**Table 3.6 All Applications 2012-13 Ethnic Origin by Recruitment Stage**

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Ethnic Origin	Asian	Count	7	<5	<5	<5	9
		%	3%	n/a	n/a	n/a	3%
	Black	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Chinese	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	White	Count	56	36	<5	20	112
		%	25%	42%	n/a	59%	32%
	Mixed	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Other	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Not stated	Count	157	47	<5	14	219
		%	69%	55%	n/a	41%	63%
	Total	Count	226	86	<5	34	347
		%	100%	100%	n/a	100%	100%

**Table 3.7 Employees 2012-13 Ethnic Origin by Education Support**

Ethnic Origin	Count	%
Asian	<5	n/a
Black	<5	n/a
Chinese	<5	n/a
White	25	81%
Mixed	<5	n/a
Other	<5	n/a
Not stated	6	19%
Total	31	100%

## Section 4: Religion or Belief

**Table 4.1 Employees 2012-13 Religion or Belief Distribution**

		Count	%
Religion or Belief	Buddhist	<5	n/a
	Christian	132	32%
	Hindu	<5	n/a
	Muslim	<5	n/a
	No religion	126	31%
	Other	<5	n/a
	Not stated	142	35%
	Total	408	100%

**Table 4.2 Employees 2012-13 Religion or Belief by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Religion or Belief	Buddhist	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Christian	Count	66	47	19	132
		%	36%	28%	33%	32%
	Hindu	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Muslim	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	No religion	Count	60	46	20	126
		%	32%	28%	34%	31%
	Other	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Not stated	Count	59	65	18	142
		%	32%	39%	31%	35%
Total		Count	185	165	58	408
		%	100%	100%	100%	100%

**Table 4.3 Employees 2012-13 Religion or Belief by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Religion or Belief	Buddhist	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Christian	Count	89	43	132
		%	28%	49%	32%
	Hindu	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Muslim	Count	<5	<5	<5
		%	n/a	n/a	n/a
	No religion	Count	99	27	126
		%	31%	31%	31%
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	126	16	142
		%	39%	18%	35%
	Total	Count	320	88	408
		%	100%	100%	100%

**Table 4.4 Leavers 2012-13 Religion or Belief Distribution**

		Count	%
Religion or Belief	Buddhist	<5	n/a
	Christian	9	24%
	Hindu	<5	n/a
	Muslim	<5	n/a
	No religion	6	16%
	Other	<5	n/a
	Not Stated	21	55%
	Total	38	100%

**Table 4.5 Recruitment - All Applications 2012-14 Religion or Belief by Candidate Type**

			Candidate Type		
			External	Internal	Total
Religion or Belief	Christian	Count	107	15	122
		%	37%	27%	35%
	Muslim	Count	<5	<5	<5
		%	n/a	n/a	n/a
	No religion	Count	136	22	158
		%	47%	40%	46%
	Other	Count	11	<5	11
		%	4%	n/a	3%
	Sikh	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	33	18	51
		%	11%	33%	15%
	Total	Count	292	55	347
		%	100%	100%	100%



**Table 4.6 All Applications 2012-13 Religion or Belief by Recruitment Stage**

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Religion or Belief	Buddhist	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Christian	Count	84	29	<5	9	122
		%	37%	34%	n/a	26%	35%
	Hindu	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Muslim	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Sikh	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	No religion	Count	106	34	<5	18	158
		%	47%	40%	n/a	53%	46%
	Other	Count	7	<5	<5	<5	11
		%	3%	n/a	n/a	n/a	3%
	Not stated	Count	25	19	<5	6	51
		%	11%	22%	n/a	18%	15%
Total		Count	226	86	<5	34	347
		%	100%	100%	n/a	100%	100%

**Table 4.7 Employees 2013-14 Religion or Belief by Education Support**

Religion or Belief	Count	%
Buddhist	<5	n/a
Christian	9	29%
Hindu	<5	n/a
Muslim	<5	n/a
No Religion	10	32%
Other	<5	n/a
Not stated	12	39%
Total	31	100%

## Section 5: Sexual Orientation<sup>2</sup>

**Table 5.1 Employees 2012-13 Sexual Orientation Distribution**

		Count	%
Sexual Orientation	Heterosexual/ Straight	333	82%
	Lesbian, Gay or Bisexual	7	2%
	Not stated	68	17%
	Total	408	100%

**Table 5.2 Employees 2012-13 Sexual Orientation by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Sexual Orientation	Heterosexual/ Straight	Count	160	125	48	333
		%	86%	76%	83%	82%
	Lesbian, Gay or Bisexual	Count	<5	5	<5	7
		%	n/a	3%	n/a	2%
	Not stated	Count	23	35	10	68
		%	12%	21%	17%	17%
	Total	Count	185	165	58	408
		%	100%	100%	100%	100%

**Table 5.3 Employees 2012-13 Sexual Orientation by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Sexual Orientation	Heterosexual/ Straight	Count	255	78	333
		%	80%	89%	82%
	Lesbian, Gay or Bisexual	Count	7	<5	7
		%	2%	n/a	2%
	Not stated	Count	58	10	68
		%	18%	11%	17%
	Total	Count	320	88	408
		%	100%	100%	100%

<sup>2</sup> 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 Leavers 2012-13 Sexual Orientation Distribution**

		Count	%
Sexual Orientation	Heterosexual	33	87%
	Lesbian, Gay or Bisexual	<5	n/a
	Not stated	5	13%
	Total	38	100%

**Table 5.5 Recruitment - All Applications 2012-13 Sexual Orientation by Candidate Type**

			Candidate Type		
			External	Internal	Total
Sexual Orientation	Heterosexual	Count	266	40	306
		%	91%	73%	88%
	Lesbian, Gay or Bisexual	Count	11	<5	13
		%	4%	n/a	4%
	Not stated	Count	15	13	28
		%	5%	24%	8%
Total		Count	292	55	347
		%	100%	100%	100%

**Table 5.6 All Applications 2012-13 Sexual Orientation by Recruitment Stage**

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Sexual Orientation	Heterosexual	Count	208	73	<5	24	306
		%	92%	85%	n/a	71%	88%
	Lesbian, Gay or Bisexual	Count	<5	<5	<5	<5	13
		%	n/a	n/a	n/a	n/a	4%
	Not stated	Count	14	8	<5	6	28
		%	6%	9%	n/a	18%	8%
Total		Count	226	86	<5	34	347
		%	100%	100%	100%	100%	100%

**Table 5.7 Employees 2012-13 Sexual Orientation by Education Support**

Sexual Orientation	Count	%
Heterosexual	27	87%
Lesbian, Gay or Bisexual	<5	n/a
Not stated	<5	n/a
Total	31	100%

## Section 6: Transgender

**Table 6.1 Employees 2012-13 Transgender Distribution**

		Count	%
Transgender	No	278	68%
	Not stated	130	32%
	Total	408	100%

**Table 6.2 Employees 2012-13 Transgender by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Transgender	No	Count	126	111	41	278
		%	68%	67%	71%	68%
	Not stated	Count	59	54	17	130
		%	32%	33%	29%	32%
Total		Count	185	165	58	408
		%	100%	100%	100%	100%

**Table 6.3 Employees 2012-13 Transgender by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Transgender	No	Count	219	59	278
		%	68%	67%	68%
	Not stated	Count	101	29	130
		%	32%	33%	32%
Total		Count	320	88	408
		%	100%	100%	100%

**Table 6.4 Leavers 2012-13 Transgender Distribution**

		Count	%
Transgender	No	30	79%
	Not stated	8	21%
	Total	38	100%

**Table 6.5 Recruitment - All Applications 2012-13 Transgender by Candidate Type**

			Candidate Type		
			External	Internal	Total
Transgender	No	Count	282	33	315
		%	97%	60%	91%
	Yes	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	9	22	31
		%	3%	40%	9%
Total		Count	292	55	347
		%	100%	100%	100%

**Table 6.6 All Applications 2012-13 Transgender by Recruitment Stage**

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Transgender	No	Count	212	75	<5	27	315
		%	94%	87%	n/a	79%	91%
	Yes	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Not stated	Count	13	11	<5	7	31
		%	6%	13%	n/a	21%	9%
Total		Count	226	86	<5	34	347
		%	100%	100%	100%	100%	100%

**Table 6.7 Employees 2012-13 Transgender by Education Support**

Transgender	Count	%
No	24	77%
Not stated	7	23%
Total	31	100%

## Section 7: Disability

**Table 7.1 Employees 2012-13 Disability Distribution**

		Count	%
Disability	No	341	84%
	Yes	18	4%
	Not stated	49	12%
	Total	408	100%

**Table 7.2 Employees 2012-13 Disability by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Disability	No	Count	158	134	49	341
		%	85%	81%	84%	84%
	Yes	Count	8	7	<5	18
		%	4%	4%	n/a	4%
	Not stated	Count	19	24	6	49
		%	10%	15%	10%	12%
Total		Count	185	165	58	408
		%	100%	100%	100%	100%

**Table 7.3 Employees 2012-13 Disability by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Disability	No	Count	265	76	341
		%	83%	86%	84%
	Yes	Count	15	<5	18
		%	5%	n/a	4%
	Not stated	Count	40	9	49
		%	13%	10%	12%
Total		Count	320	88	408
		%	100%	100%	100%

**Table 7.4 Leavers 2012-13 Disability Distribution**

		Count	%
Disability	No	32	84%
	Yes	<5	n/a
	Not stated	5	13%
	Total	38	100%

**Table 7.5 Recruitment - All Applications 2012-13 Disability by Candidate Type**

			Candidate Type		
			External	Internal	Total
Disability	No	Count	270	42	312
		%	92%	76%	90%
	Yes	Count	19	<5	21
		%	7%	n/a	6%
	Not stated	Count	<5	11	14
		%	n/a	20%	4%
Total		Count	292	55	347
		%	100%	100%	100%

**Table 7.6 All Applications 2012-13 Disability by Recruitment Stage**

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Disability	No	Count	212	68	<5	31	312
		%	94%	79%	n/a	91%	90%
	Yes	Count	10	10	<5	<5	21
		%	4%	12%	n/a	n/a	6%
	Not stated	Count	<5	8	<5	<5	14
		%	n/a	9%	n/a	n/a	4%
Total		Count	226	86	<5	34	347
		%	100%	100%	n/a	100%	100%

**Table 7.7 Employees 2012-13 Disability by Education Support**

Disability	Count	%
No	27	87%
Yes	<5	n/a
Not stated	<5	n/a
Total	31	100%



## Section 8: Age

**Table 8.1 Employees 2012-13 Age Distribution**

	Count	%
Age (banded) <= 24	22	5%
25 - 39	161	39%
40 - 49	136	33%
50 - 59	73	18%
60+	16	4%
Total	408	100%

**Table 8.2 Employees 2012-13 Age by Grade**

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Age (banded) <= 24	Count		22	<5	<5	22
	%		12%	n/a	n/a	5%
25 - 39	Count		80	75	6	161
	%		43%	45%	10%	39%
40 - 49	Count		42	61	33	136
	%		23%	37%	57%	33%
50 - 59	Count		30	28	15	73
	%		16%	17%	26%	18%
60+	Count		11	<5	<5	16
	%		6%	n/a	n/a	4%
Total	Count		185	165	58	408
	%		100%	100%	100%	100%

**Table 8.3 Employees 2012-13 Age by Employment Status**

			Employment Status		
			Full-time	Part-time	Total
Age (banded) <= 24	Count		19	<5	22
	%		6%	n/a	5%
25 - 39	Count		137	24	161
	%		43%	27%	39%
40 - 49	Count		98	38	136
	%		31%	43%	33%
50 - 59	Count		59	14	73
	%		18%	16%	18%
60+	Count		7	9	16
	%		2%	10%	4%
Total	Count		320	88	408
	%		100%	100%	100%

**Table 8.4 Leavers 2013-14 Age Distribution**

		Count	%
Age (banded)	<= 24	9	24%
	25 - 39	19	50%
	40 - 49	<5	n/a
	50 - 59	<5	n/a
	60+	<5	n/a
	Total	38	100%

NB: Recruitment and Education Support information is not available for April 2012 to March 2013 due to the way we extracted the equality monitoring data at that time. This information is provided for April 2013 to March 2014 as published separately.