

Table 1 Applicant self recording of gender, working status, nationality, ethnicity, disability, sexual orientation & transgender: 1 April 2011 to 31 March 2012*

*To ensure anonymity numbers less than 10 (except for gender) and numbers that when combined could risk identifying sensitive personal data are not shown- cells are empty.

		GENDER			WORKING STATUS			NATIONALITY										ETHNICITY					DISABILITY			SEXUAL ORIENTATION					TRANSGENDER							
		Male	Female	TOTAL	Part-time	Full-time	TOTAL	British / Mixed British	English	Irish	Northern Irish	Scottish	Polish	Welsh	Other	Prefer not to say/No record	TOTAL	Indian Pakistani Bangladeshi,Asian,Other	Black British Other Caribbean African	Chinese	White British Irish White Other	White & Black African & Other	Prefer not to say/No record	TOTAL	Disabled	Not Disabled	Prefer not to say/No record	TOTAL	Gay / Lesbian	Hetero sexual	Bisexual	Other	Prefer not to say/No record	TOTAL	Yes	No	Prefer not to say/No record	TOTAL
		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
All external applicants for employment	Include all apps received	27	59	86	0	86	86	27	0	0	53	0	0	0	0	86		0	0	82		0	0	86		80		86		79	0	0		86	0	83		86
%		31	69	100	0	100	100	31	0	0	62	0	0	0	100		0	0	95		0	0	100		93		100		92	0	0		100	0	97		100	
External applicants interviewed for employment	Include first interview, second interview, offer made & offer accepted	0	16	16	0	16	16				11				16				13				16	0	14		16		13				16		15		16	
Offer made to external applicants for employment	Include offer made & offer accepted	0	2	2		2									2								2				2						2				2	
Offer accepted by external applicants for employment	Include offer accepted only	0	2	2		2									2								2				2						2				2	
Internal applicants for promotion / transfer	Include Employee-Applicant and Employee-Ex-applicant	6	7	13	0	13	13								13								13		10		13						13				13	
Internal applicants promoted/transferred	Include offer made & offer accepted	4	1	5	0	5	5								5								5				5						5				5	

*Applicant data does not include religion. We do collect religion from applicants but due to problems with information systems we have not been able to report this for this year.

Table 2 All employee self recording of gender, nationality, religion, ethnicity, disability, sexual orientation & transgender: 1 April 2011-30 March 2012

*To ensure anonymity numbers less than 10 (except for gender) and numbers that when combined could risk identifying

	GENDER			NATIONALITY										RELIGION										ETHNICITY										DISABILITY				SEXUAL ORIENTATION					TRANSGENDER			
	Male	Female	TOTAL	British / Mixed British	English	Irish	Northern Irish	Scottish	Polish	Welsh	Prefer not to say/No record	TOTAL	Christian	Hindu	Muslim	None	Other	Prefer not to say/No record	TOTAL	Indian Pakistani Bangladeshi Asian or Other	Black or Black British Other Caribbean African	Chinese	White British White Irish White Other	White & Caribbean White & Black African White & Other	Other Ethnic Group	Prefer not to say/No record	TOTAL	Disabled	Not Disabled	Prefer not to say/No record	TOTAL	Gay / Lesbian	Heterosexual	Bisexual	Other	Prefer not to say/No record	TOTAL	Yes	No	Prefer not to say/No record	TOTAL					
	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%		
Staff employed at SLAB between 1 Apr 11 and 31 Mar 12	146	253	399	70			0	267	0	0	47	399	132				131	23	110	399		0	0	282				107	399	18	333	48	399					0	65	399	0	262	137	399		
%	37	63	100	18			0	67	0	0	100	33				33	6	28	100		0	0	71				27	100	5	83	12	100					0	16	100	0	66	34	100			
Those accessing support from SLAB towards externally recognised qualifications	9	23	32				0	27	0	0	0	32	11	0		11	0		32		0	0	25	0	0	0	0	0	32		28		32						0	0	32	0	20	12	32	
Those who benefit from a bonus as a result of performance assessment procedures	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Those who suffered detriment as a result of performance assessment procedures	2	3	5								5								5								5	0		0	5						5						5			
Involved in grievance procedures	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Involved in disciplinary procedures	0	4	4								4								4	0	0						4			4							4						4			
Those who ceased employment (voluntary)	9	14	23		0	0	0	14	0	0	23		0	0				11	23		0	0	17	0	0		23	0	20		23							23	0	10	13	23				
Those who ceased employment (non-voluntary, including end of contract)	11	4	15		0	0	0		0	0	15			0					15		0	0		0	0		15	13		15								15	0	14		15				
Employed at grade 1 between dates specified	16	20	36			0	0	25	0	0	36	10	0	0	13	0	13	36	0	0	0	23	0	0	13	36	28		36	0	25	0	0	11	36	0	21	15	36							
Employed at grade 2 between dates specified	37	60	97		0	0	0	78	0	0	97	38	0	0	37	19		97		0	0	74	0	0	21	97	82		97		88		0				97	0	66	31	97					
Employed at grade 3 between dates specified	8	47	55		0		0	45	0	0	55	21	0	0	21	0	13	55	0	0	0	42	0	0	13	55	0	51		55	0	49		0			55	0	35	20	55					
Employed at grade 4 between dates specified	6	39	45		0	0	0	26	0	0	45	13	0	0	14	0	18	45		0	0	26	0	0	18	45	35		45		32	0	0			45	0	30	15	45						
Employed at grade 5 between dates specified	29	30	59	14			0	31	0	0	59	13	0		16		27	59		0	0	38		0		59	44		59	0	43		0			59	0	36	23	59						
Employed at grade 6 between dates specified	21	31	52	16	0		0	27	0	0	52	18			15	0		52		0	0	38	0	0		52	45		52	0	46	0	0			52	0	37	15	52						
Employed at grade 7 between dates specified	17	24	41	11	0		0	26	0	0	41	17	0	0	12	0	12	41	0	0	0	31	0	0		41	37		41	0	36	0	0			41	0	28	13	41						
Employed at grade 8 between dates specified	6	2	8								8							8								8			8							8				8						
Employed at Senior Management level between dates specified	6	0	6								6							6								6			6							6				6						

Table 3 Full-time employee self recording of gender, nationality, religion, ethnicity, disability, sexual orientation & transgender: 1 April 2011-30 March 2012

*To ensure anonymity numbers less than 10 (except for gender) and numbers that when combined could risk identifying sensitive personal data are not shown- cells are empty.

	GENDER			NATIONALITY								RELIGION						ETHNICITY							DISABILITY			SEXUAL ORIENTATION					TRANSGENDER									
	Male	Female	TOTAL	British / Mixed British	English	Irish	Northern Irish	Scottish	Polish	Welsh	Prefer not to say/No record	TOTAL	Christian	Hindu	Muslim	None	Other	Prefer not to say/No record	TOTAL	Indian Pakistani Bangladeshi Asian or Asian British Other	Black or Black British Other Caribbean	Chinese	White British White Irish White Other	White & Caribbean White & Black African White &	Other Ethnic Group	Prefer not to say/No record	TOTAL	Disabled	Not Disabled	Prefer not to say/No record	TOTAL	Gay / Lesbian	Heterosexual	Bisexual	Other	Prefer not to say/No record	TOTAL	Yes	No	Prefer not to say/No record	TOTAL	
	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
Staff employed at SLAB between 1 Apr 11 and 31 Mar 12	129	179	308	56			0	203	0	0		308	94				100		90	308						82	308	14	256	38	308						308	0	203	105	308	
Those accessing support from SLAB towards externally recognised qualifications	42	58	100	18			0	66	0	0		100	31				32		29	100						27	100	5	83	12	100						100	0	66	34	100	
Those who benefit from a bonus as a result of performance assessment procedures	9	16	25			0	0	21	0	0		25					0		25	0	0	0	21	0	0		25	3	21	1	25						25	0	16		25	
Those who suffered detriment as a result of performance assessment procedures	1	1	2									2							2								2									2				2		
Involved in grievance procedures	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Involved in performance management procedures (disciplinary or capability)	0	2	2									2							2								2										2				2	
Those who ceased employment (voluntary)	7	10	17		0	0	0	10	0	0		17		0	0		0		17	0	0	0	12	0	0		17	0	14		17		13	0	0		17	0	8	9	17	
Those who ceased employment (non-voluntary - including end of contract)	8	1	9		0	0	0		0	0		9			0		0		9	0	0		0	0		9	0	9	0	9	0	9	0	9	0	9	0	9	0	9		
Employed at grade 1 between dates specified	11	11	22			0	0	15	0	0		22		0	0		0	10	22	0	0	0	13	0	0		22	16		22	0	14	0	0		22	0	12	10	22		
Employed at grade 2 between dates specified	31	42	73		0	0	0	58	0	0		73	28	0	0	26	19	0	73		0	0	56	0	0	16	73		61		73		65		0		73	0	48	25	73	
Employed at grade 3 between dates specified	7	37	44		0	0	0	35	0	0		44	15	0	0	16	0	13	44	0	0	0	34	0	0	10	44	0	40		44	0	38		0		44	0	28	16	44	
Employed at grade 4 between dates specified	6	25	31		0	0	0	17	0	0		31		0	0	10	0	13	31		0	0	17	0	0		31		24		31		21	0	0		31	0	20	11	31	
Employed at grade 5 between dates specified	26	21	47	11			0	26	0	0		47		0		14		22	47		0	0	31		0	12	47	37		47	0	36		0	10		47	0	30	17	47	
Employed at grade 6 between dates specified	21	27	48	14	0		0	25	0	0		48	16		0	15	0		48		0	0	37	0	0		48	41		48	0	42	0	0		48	0	35	13	48		
Employed at grade 7 between dates specified	16	14	30		0	0	0	19	0	0		30	11	0	0	10	0		30	0	0	0	22	0	0		30	27		30	0	26	0	0		30	0	22		30		
Employed at grade 8 between dates specified	6	2	8									8							8								8									8				8		
Employed at Senior Management level between dates specified	5	0	5									5							5								5									5				5		

Table 4 Part-time employee self recording of gender, nationality, religion, ethnicity, disability, sexual orientation & transgender: 1 April 2011-30 March 2012

*To ensure anonymity numbers less than 10 (except for gender) and numbers that when combined could risk identifying sensitive personal data are not shown- cells are empty.

	GENDER			NATIONALITY							RELIGION						ETHNICITY						DISABILITY			SEXUAL ORIENTATION					TRANSGENDER									
	Male	Female	TOTAL	British / Mixed British	English	Irish	Northern Irish	Scottish	Polish	Welsh	Prefer not to say	TOTAL	Christian	Hindu	Muslim	None	Other	Prefer not to say	TOTAL	Indian Pakistani Bangladeshi Asian or Other	Black or Black British Other	Chinese	White British White Irish White Other	White & Caribbean White & Black African White & Other Ethnic Group	Prefer not to say	TOTAL	Disabled	Not Disabled	Prefer not to say	TOTAL	Gay / Lesbian	Heterosexual	Bisexual	Other	Prefer not to say	TOTAL	Yes	No	TOTAL	
	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
Staff employed at SLAB between 1 Apr 11 and 31 Mar 12	17	74	91	0	0		0	64	0	0		77	38	0		31		20	91		0	0	63	0	0	25	91		77	91	0	78	0	0	13	91	0	59	32	91
Those accessing support from SLAB towards externally recognised qualifications	19	81	100	0	0		0	83	0	0		100	42	0	1	34	1	22	100		0	0	69		0	27	100		85	100	0	86	0	0	14	100	0	65	36	100
Those who benefit from a bonus as a result of performance assessment procedures	0	7	7									7							7							7			7						7			7		7
Those who suffered detriment as a result of performance assessment procedures	1	2	3									3							3							3			3						3			3		3
Involved in grievance procedures	0	0	0									0							0							0			0						0			0		0
Involved in disciplinary procedures	0	2	2									2							2							2			2						2			2		2
Those who ceased employment (voluntary)	2	4	6									6							6							6			6						6			6		6
Those who ceased employment (non-voluntary, including end of contract)	3	3	6									6							6							6			6						6			6		6
Employed at grade 1 between dates specified	5	9	14									14							14							14	12	14		11					14			14		14
Employed at grade 2 between dates specified	6	18	24									24			11				24			18				24	21	24		23					24	18		24		24
Employed at grade 3 between dates specified	1	10	11									11							11							11	11	11		11					11			11		11
Employed at grade 4 between dates specified	0	14	14									14							14							14	11	14		11					14			14		14
Employed at grade 5 between dates specified	3	9	12									12							12							12		12							12			12		12
Employed at grade 6 between dates specified	0	4	4									4							4							4		4							4			4		4
Employed at grade 7 between dates specified	1	10	11									11							11							11		11							11			11		11
Employed at grade 8 between dates specified	0	0	0									0							0							0		0							0			0		0
Employed at Senior Management level between dates specified	1	0	1									1							1							1		1							1			1		1

Grade Job

- 10 Chief Executive
- 9 Director
- 8 Head of Function / Senior Professional
- 7 Manager / Professional
- 6 Assistant Manager / Junior Professional
- 5 Senior Team Leader / Senior Specialist
- 4 Team Leader / Specialist
- 3 Senior Administrative Officer / Deputy Team Leader
- 2 Administrative Officers
- 1 Administrative Assistants