



Equality Monitoring of Protected Characteristics 2013-14

Contents

Explanatory Notes	3
Section 1: Gender	4
Table 1.1 Employees 2013-14 Gender Distribution	4
Table 1.2 Employees Gender Distribution Comparison 2013-14 with 2012-13	4
Table 1.3 Employees 2013-14 Gender by Grade	4
Table 1.4 Employees 2013-14 Gender by Employment Status	4
Table 1.5 Leavers 2013-14 Gender Distribution	5
Table 1.6 Recruitment - All Applications 2013-14 Gender by Candidate Type	5
Table 1.7 All Applications 2013-14 Gender by Recruitment Stage	5
Table 1.8 Employees 2013-14 Gender by Education Support.....	5
Section 2: National Identity	6
Table 2.1 Employees 2013-14 National Identity Distribution.....	6
Table 2.2 Employees National Identity Distribution Comparison 2013-14 with 2012-13	6
Table 2.3 Employees 2013-14 National Identity by Grade	7
Table 2.4 Employees 2013-14 National Identity by Employment Status	7
Table 2.5 Leavers 2013-14 National Identity Distribution	8
Table 2.6 Recruitment - All Applications 2013-14 National Identity by Candidate Type.....	8
Table 2.7 All Applications 2013-14 National Identity by Recruitment Stage	9
Table 2.8 Employees 2013-14 National Identity by Education Support	9
Section 3: Ethnic Origin	10
Table 3.1 Employees 2013-14 Ethnic Origin Distribution	10
Table 3.2 Employees Ethnic Origin Distribution Comparison 2013-14 with 2012-13	10
Table 3.3 Employees 2013-14 Ethnic Origin by Grade.....	11
Table 3.4 Employees 2013-14 Ethnic Origin by Employment Status.....	11
Table 3.5 Leavers 2013-14 Ethnic Origin Distribution	12
Table 3.6 Recruitment - All Applications 2013-14 Ethnic Origin by Candidate Type	12
Table 3.7 All Applications 2013-14 Ethnic Origin by Recruitment Stage	13
Table 3.8 Employees 2013-14 Ethnic Origin by Education Support.....	13
Section 4: Religion or Belief	14
Table 4.1 Employees 2013-14 Religion or Belief Distribution	14
Table 4.2 Employees Religion or Belief Distribution Comparison 2013-14 with 2012-13	14
Table 4.3 Employees 2013-14 Religion or Belief by Grade	15
Table 4.4 Employees 2013-14 Religion or Belief by Employment Status.....	15
Table 4.5 Recruitment - All Applications 2013-14 Religion or Belief by Candidate Type	16
Table 4.6 All Applications 2013-14 Religion or Belief by Recruitment Stage	17

Table 4.7 Employees 2013-14 Religion or Belief by Education Support.....	17
Section 5: Sexual Orientation.....	18
Table 5.1 Employees 2013-14 Sexual Orientation Distribution.....	18
Table 5.2 Employees Sexual Orientation Distribution Comparison 2013-14 with 2012-13	18
Table 5.3 Employees 2013-14 Sexual Orientation by Grade.....	18
Table 5.4 Employees 2013-14 Sexual Orientation by Employment Status.....	19
Table 5.5 Leavers 2013-14 Sexual Orientation Distribution	19
Table 5.6 Recruitment - All Applications 2013-14 Sexual Orientation by Candidate Type.....	19
Table 5.7 All Applications 2013-14 Sexual Orientation by Recruitment Stage.....	20
Table 5.8 Employees 2013-14 Sexual Orientation by Education Support	20
Section 6: Transgender	21
Table 6.1 Employees 2013-14 Transgender Distribution	21
Table 6.2 Employees Transgender Distribution Comparison 2013-14 with 2012-13.....	21
Table 6.3 Employees 2013-14 Transgender by Grade	21
Table 6.4 Employees 2013-14 Transgender by Employment Status	21
Table 6.5 Leavers 2013-14 Transgender Distribution.....	22
Table 6.6 Recruitment - All Applications 2013-14 Transgender by Candidate Type	22
Table 6.7 All Applications 2013-14 Transgender by Recruitment Stage	22
Table 6.8 Employees 2013-14 Transgender by Education Support	22
Section 7: Disability.....	23
Table 7.1 Employees 2013-14 Disability Distribution.....	23
Table 7.2 Employees Disability Distribution Comparison 2013-14 with 2012-13.....	23
Table 7.3 Employees 2013-14 Disability by Grade	23
Table 7.4 Employees 2013-14 Disability by Employment Status	24
Table 7.5 Leavers 2013-14 Disability Distribution	24
Table 7.6 Recruitment - All Applications 2013-14 Disability by Candidate Type.....	24
Table 7.7 All Applications 2013-14 Disability by Recruitment Stage	25
Table 7.8 Employees 2013-14 Disability by Education Support	25
Section 8: Age.....	26
Table 8.1 Employees 2013-14 Age Distribution.....	26
Table 8.2 Employees Age Distribution Comparison 2013-14 with 2012-13	26
Table 8.3 Employees 2013-14 Age by Grade.....	26
Table 8.4 Employees 2013-14 Age by Employment Status.....	27
Table 8.5 Leavers 2013-14 Age Distribution	27
Table 8.6 Recruitment - All Applications 2013-14 Age by Candidate Type.....	27
Table 8.7 All Applications 2013-14 Age by Recruitment Stage.....	28
Table 8.8 Employees 2013-14 Age by Education Support	28

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

Label	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
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 2013-14 Gender Distribution

		Count	%
Gender	Female	252	64%
	Male	142	36%
	Total	394	100%

Table 1.2 Employees Gender Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	count	change
Gender	Female	261	64%	252	64%	-9	-3%
	Male	147	36%	142	36%	-5	-3%
	Total	408	100%	394	100%	-14	-3%

Table 1.3 Employees 2013-14 Gender by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Gender	Female	Count	125	96	31	252
		%	70%	60%	55%	64%
	Male	Count	53	64	25	142
		%	30%	40%	45%	36%
Total		Count	178	160	56	394
		%	100%	100%	100%	100%

Table 1.4 Employees 2013-14 Gender by Employment Status

			Employment Status		
			Full- time	Part- time	Total
Gender	Female	Count	188	64	252
		%	59%	83%	64%
	Male	Count	129	13	142
		%	41%	17%	36%
Total		Count	317	77	394
		%	100%	100%	100%

Table 1.5 Leavers 2013-14 Gender Distribution

		Count	%
Gender	Female	15	60%
	Male	10	40%
	Total	25	100%

Table 1.6 Recruitment - All Applications 2013-14 Gender by Candidate Type

			Candidate Type		
			External	Internal	Total
Gender	Female	Count	130	43	173
		%	71%	60%	68%
	Male	Count	53	26	79
		%	29%	36%	31%
	Not stated	Count	<5	<5	<5
		%	n/a	n/a	n/a
Total		Count	183	72	255
		%	100%	100%	100%

Table 1.7 All Applications 2013-14 Gender by Recruitment Stage

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
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%

Table 1.8 Employees 2013-14 Gender by Education Support

		Count	%
Gender	Female	31	65%
	Male	17	35%
	Total	48	100%

Section 2: National Identity¹

Table 2.1 Employees 2013-14 National Identity Distribution

		Count	%
National Identity	British	72	18%
	English	5	1%
	Irish	6	2%
	Scottish	251	64%
	Other	5	1%
	Not stated	55	14%
	Total	394	100%

Table 2.2 Employees National Identity Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	count	change
National Identity	British	78	19%	72	18%	-6	-8%
	English	6	1%	5	1%	-1	-17%
	Irish	6	1%	6	2%	0	0%
	Scottish	267	65%	251	64%	-16	-6%
	Other	<5	n/a	5	1%	n/a	n/a
	Not stated	47	12%	55	14%	8	17%
	Total	408	100%	394	100%	-14	-3%

¹ 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 2013-14 National Identity by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
National Identity	British	Count	16	41	15	72
		%	9%	26%	27%	18%
	English	Count	<5	<5	<5	5
		%	n/a	n/a	n/a	1%
	Irish	Count	<5	<5	<5	6
		%	n/a	n/a	n/a	2%
	Scottish	Count	136	82	33	251
		%	76%	51%	59%	64%
	Other	Count	<5	<5	<5	5
		%	n/a	n/a	n/a	1%
	Not stated	Count	19	29	7	55
		%	11%	18%	13%	14%
	Total	Count	178	160	56	394
		%	100%	100%	100%	100%

Table 2.4 Employees 2013-14 National Identity by Employment Status

			Employment Status		
			Full-time	Part-time	Total
National Identity	British	Count	62	10	72
		%	20%	13%	18%
	English	Count	5	<5	5
		%	2%	n/a	1%
	Irish	Count	<5	<5	6
		%	n/a	n/a	2%
	Scottish	Count	196	55	251
		%	62%	71%	64%
	Other	Count	<5	<5	5
		%	n/a	n/a	1%
	Not stated	Count	47	8	55
		%	15%	10%	14%
	Total	Count	317	77	394
		%	100%	100%	100%

Table 2.5 Leavers 2013-14 National Identity Distribution

		Count	%
National Identity	British	6	24%
	English	<5	n/a
	Irish	<5	n/a
	Scottish	12	48%
	Other	<5	n/a
	Not stated	5	20%
	Total	25	100%

Table 2.6 Recruitment - All Applications 2013-14 National Identity by Candidate Type

			Candidate Type		
			External	Internal	Total
National Identity	British	Count	108	12	120
		%	59%	17%	47%
	English	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Irish	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Scottish	Count	60	49	109
		%	33%	68%	43%
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Scottish/British*	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Not stated	Count	7	9	16
		%	4%	13%	6%
Total		Count	183	72	255
		%	100%	100%	100%

*Issues with our recruitment system during 2013-14 mean a small number of responses had to be recorded as Scottish/British.

Table 2.7 All Applications 2013-14 National Identity by Recruitment Stage

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
National Identity	British	Count	85	26	<5	7	120
		%	58%	41%	n/a	17%	47%
	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	53	33	<5	22	109
		%	36%	52%	n/a	54%	43%
	Other	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Scottish/British*	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	Not stated	Count	6	<5	<5	7	16
		%	4%	n/a	n/a	17%	6%
Total		Count	146	63	5	41	255
		%	100%	100%	100%	100%	100%

*Issues with our recruitment system during 2013-14 mean a small number of responses had to be recorded as Scottish/British.

Table 2.8 Employees 2013-14 National Identity by Education Support

National Identity	Count	%
British	7	15%
English	<5	n/a
Irish	<5	n/a
Scottish	32	67%
Other	<5	n/a
Not stated	7	15%
Total	48	100%

Section 3: Ethnic Origin

Table 3.1 Employees 2013-14 Ethnic Origin Distribution

		Count	%
Ethnic Origin	Asian	8	2%
	Black	<5	n/a
	Chinese	<5	n/a
	White	271	69%
	Mixed	<5	n/a
	Other	<5	n/a
	Not stated	113	29%
	Total	394	100%

Table 3.2 Employees Ethnic Origin Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	count	change
Ethnic Origin	Asian	9	2%	8	2%	-1	-11%
	Black	<5	n/a	<5	n/a	-	-
	Chinese	<5	n/a	<5	n/a	-	-
	White	288	71%	271	69%	-17	-6%
	Mixed	<5	n/a	<5	n/a	-1	-33%
	Other	<5	n/a	<5	n/a	-	-
	Not stated	108	26%	113	29%	5	5%
	Total	408	100%	394	100%	-14	-3%

Table 3.3 Employees 2013-14 Ethnic Origin by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Ethnic Origin	Asian	Count	<5	6	<5	8
		%	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	128	102	41	271
		%	72%	64%	73%	69%
	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	47	51	15	113
		%	26%	32%	27%	29%
	Total	Count	178	160	56	394
		%	100%	100%	100%	100%

Table 3.4 Employees 2013-14 Ethnic Origin by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Ethnic Origin	Asian	Count	7	<5	8
		%	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	215	56	271
		%	68%	73%	69%
	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	94	19	113
		%	30%	25%	29%
	Total	Count	317	77	394
		%	100%	100%	100%

Table 3.5 Leavers 2013-14 Ethnic Origin Distribution

		Count	%
Ethnic Origin	Asian	<5	n/a
	Black	<5	n/a
	Chinese	<5	n/a
	White	17	68%
	Mixed	<5	n/a
	Other	<5	n/a
	Not stated	6	24%
	Total	25	100%

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

			Type		
			External	Internal	Total
Ethnic Origin	Asian	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Black	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Chinese	Count	<5	<5	<5
		%	n/a	n/a	n/a
	White	Count	69	51	120
		%	38%	71%	47%
	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	110	19	129
		%	60%	26%	51%
Total		Count	183	72	255
		%	100%	100%	100%

Table 3.7 All Applications 2013-14 Ethnic Origin by Recruitment Stage

			Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Ethnic Origin	Asian	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	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	53	36	<5	28	120
		%	36%	57%	n/a	68%	47%
	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	90	25	<5	12	129
		%	62%	40%	n/a	29%	51%
	Total	Count	146	63	5	41	255
		%	100%	100%	100%	100%	100%

Table 3.8 Employees 2013-14 Ethnic Origin by Education Support

Ethnic Origin	Count	%
White	35	73%
Not stated	13	27%
Total	48	100%

Section 4: Religion or Belief

Table 4.1 Employees 2013-14 Religion or Belief Distribution

		Count	%
Religion or Belief	Buddhist	<5	n/a
	Christian	126	32%
	Hindu	<5	n/a
	Muslim	<5	n/a
	Other	<5	n/a
	No religion	127	32%
	Not stated	134	34%
	Total	394	100%

Table 4.2 Employees Religion or Belief Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	count	change
Religion or Belief	Buddhist	<5	n/a	<5	n/a	n/a	n/a
	Christian	132	32%	126	32%	-6	-5%
	Hindu	<5	n/a	<5	n/a	n/a	n/a
	Muslim	<5	n/a	<5	n/a	n/a	n/a
	Other	<5	n/a	<5	n/a	n/a	n/a
	No religion	126	31%	127	32%	1	1%
	Not stated	142	35%	134	34%	-8	-6%
	Total	408	100%	394	100%	-14	-3%

Table 4.3 Employees 2013-14 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	63	45	18	126
		%	35%	28%	32%	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
	Other	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	No religion	Count	61	46	20	127
		%	34%	29%	36%	32%
	Not stated	Count	54	63	17	134
		%	30%	39%	30%	34%
Total		Count	178	160	56	394
		%	100%	100%	100%	100%

Table 4.4 Employees 2013-14 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	88	38	126
		%	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
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	No religion	Count	104	23	127
		%	33%	30%	32%
	Not stated	Count	120	14	134
		%	38%	18%	34%
Total		Count	317	77	394
		%	100%	100%	100%

Table 4.5 Recruitment - All Applications 2013-14 Religion or Belief by Candidate Type

			Candidate Type		
			External	Internal	Total
Religion or Belief	Buddhist	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Christian	Count	75	20	95
		%	41%	28%	37%
	Hindu	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Muslim	Count	<5	<5	<5
		%	n/a	n/a	n/a
	Other	Count	<5	<5	<5
		%	n/a	n/a	n/a
	No religion	Count	73	28	101
		%	40%	39%	40%
	Not stated	Count	33	24	57
		%	18%	33%	22%
	Total	Count	183	72	255
		%	100%	100%	100%

Table 4.6 All Applications 2013-14 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	56	19	<5	18	95
		%	38%	30%	n/a	44%	37%
	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
	Other	Count	<5	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a	n/a
	No religion	Count	63	25	<5	10	101
		%	43%	40%	n/a	24%	40%
	Not stated	Count	25	19	<5	13	57
		%	17%	30%	n/a	32%	22%
Total	Count		146	63	5	41	255
	%		100%	100%	100%	100%	100%

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

Religion or Belief	Count	%
Buddhist	<5	n/a
Christian	16	33%
Hindu	<5	n/a
Muslim	<5	n/a
Other	<5	n/a
No religion	16	33%
Not stated	16	33%
Total	48	100%

Section 5: Sexual Orientation²

Table 5.1 Employees 2013-14 Sexual Orientation Distribution

		Count	%
Sexual Orientation	Heterosexual	316	80%
	Lesbian, Gay or Bisexual	7	2%
	Not stated	71	18%
	Total	394	100%

Table 5.2 Employees Sexual Orientation Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	count	change
Sexual Orientation	Heterosexual	333	82%	316	80%	-17	-5%
	Lesbian, Gay or Bisexual	7	2%	7	2%	n/a	n/a
	Not stated	68	17%	71	18%	3	4%
	Total	408	100%	394	100%	-14	-3%

Table 5.3 Employees 2013-14 Sexual Orientation by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Sexual Orientation	Heterosexual	Count	151	119	46	316
		%	85%	74%	82%	80%
	Lesbian, Gay or Bisexual	Count	<5	<5	<5	<5
		%	n/a	n/a	n/a	n/a
	Not stated	Count	25	36	10	71
		%	14%	23%	18%	18%
Total	Count	178	160	56	394	
	%	100%	100%	100%	100%	

² 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 2013-14 Sexual Orientation by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Sexual Orientation	Heterosexual	Count	248	68	316
		%	78%	88%	80%
	Lesbian, Gay or Bisexual	Count	7	<5	7
		%	2%	n/a	2%
	Not stated	Count	62	9	71
		%	20%	12%	18%
Total		Count	317	77	394
		%	100%	100%	100%

Table 5.5 Leavers 2013-14 Sexual Orientation Distribution

		Count	%
Sexual Orientation	Heterosexual	21	84%
	Lesbian, Gay or Bisexual	<5	n/a
	Not stated	<5	n/a
	Total	25	100%

Table 5.6 Recruitment - All Applications 2013-14 Sexual Orientation by Candidate Type

			Candidate Type		
			External	Internal	Total
Sexual Orientation	Heterosexual	Count	163	59	222
		%	89%	82%	87%
	Lesbian, Gay or Bisexual	Count	<5	<5	7
		%	n/a	n/a	3%
	Not stated	Count	16	10	26
		%	9%	14%	10%
Total		Count	183	72	255
		%	100%	100%	100%

Table 5.7 All Applications 2013-14 Sexual Orientation by Recruitment Stage

			Recruitment Stage				Total
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	
Sexual Orientation	Heterosexual	Count	135	54	<5	29	222
		%	92%	86%	n/a	71%	87%
	Lesbian, Gay or bisexual	Count	<5	<5	<5	<5	7
		%	n/a	n/a	n/a	n/a	3%
	Not stated	Count	9	7	0	10	26
		%	6%	11%	0%	24%	10%
Total		Count	146	63	5	41	255
		%	100%	100%	100%	100%	100%

Table 5.8 Employees 2013-14 Sexual Orientation by Education Support

Sexual Orientation	Count	%
Heterosexual	42	88%
Lesbian, Gay or Bisexual	< 5	n/a
Not stated	5	10%
Total	48	100%

Section 6: Transgender

Table 6.1 Employees 2013-14 Transgender Distribution

		Count	%
Transgender	No	264	67%
	Not stated	130	33%
	Total	394	100%

Table 6.2 Employees Transgender Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	count	change
Transgender	No	278	68%	264	67%	-14	-5%
	Not stated	130	32%	130	33%	0	0%
	Total	408	100%	394	100%	-14	-3%

Table 6.3 Employees 2013-14 Transgender by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Transgender	No	Count	119	106	39	264
		%	67%	66%	70%	67%
	Not stated	Count	59	54	17	130
		%	33%	34%	30%	33%
Total		Count	178	160	56	394
		%	100%	100%	100%	100%

Table 6.4 Employees 2013-14 Transgender by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Transgender	No	Count	212	52	264
		%	67%	68%	67%
	Not stated	Count	105	25	130
		%	33%	32%	33%
Total		Count	317	77	394
		%	100%	100%	100%

Table 6.5 Leavers 2013-14 Transgender Distribution

		Count	%
Transgender	No	18	72%
	Not stated	7	28%
	Total	25	100%

Table 6.6 Recruitment - All Applications 2013-14 Transgender by Candidate Type

			Candidate Type		
			External	Internal	Total
Transgender	No	Count	174	44	218
		%	95%	61%	85%
	Not stated	Count	9	28	37
		%	5%	39%	15%
	Total	Count	183	72	255
		%	100%	100%	100%

Table 6.7 All Applications 2013-14 Transgender by Recruitment Stage

			Recruitment Stage				Total
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	
Transgender	No	Count	135	47	5	31	218
		%	92%	75%	100%	76%	85%
	Not stated	Count	11	16	0	10	37
		%	8%	25%	0%	24%	15%
	Total	Count	146	63	5	41	255
		%	100%	100%	100%	100%	100%

Table 6.8 Employees 2013-14 Transgender by Education Support

Transgender	Count	%
No	34	71%
Not stated	14	29%
Total	48	100%

Section 7: Disability

Table 7.1 Employees 2013-14 Disability Distribution

		Count	%
Disability	No	323	82%
	Yes	19	5%
	Not stated	52	13%
	Total	394	100%

Table 7.2 Employees Disability Distribution Comparison 2013-14 with 2012-13

		2012-13		2013-14		Change	Percent
		Count	%	Count	%	Count	change
Disability	No	341	84%	323	82%	-18	-5%
	Yes	18	4%	19	5%	1	6%
	Not stated	49	12%	52	13%	3	6%
	Total	408	100%	394	100%	-14	-3%

Table 7.3 Employees 2013-14 Disability by Grade

			Grade (banded)			
			Grades 1 to 3	Grades 4 to 6	Grades 7+	Total
Disability	No	Count	150	126	47	323
		%	84%	79%	84%	82%
	Yes	Count	8	8	<5	19
		%	4%	5%	n/a	5%
	Not stated	Count	20	26	6	52
		%	11%	16%	11%	13%
Total		Count	178	160	56	394
		%	100%	100%	100%	100%

Table 7.4 Employees 2013-14 Disability by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Disability	No	Count	258	65	323
		%	81%	84%	82%
	Yes	Count	16	<5	19
		%	5%	n/a	5%
	Not stated	Count	43	9	52
		%	14%	12%	13%
Total		Count	317	77	394
		%	100%	100%	100%

Table 7.5 Leavers 2013-14 Disability Distribution

		Count	%
Disability	No	20	80%
	Yes	<5	n/a
	Not stated	<5	n/a
	Total	25	100%

Table 7.6 Recruitment - All Applications 2013-14 Disability by Candidate Type

			Candidate Type		
			External	Internal	Total
Disability	No	Count	161	62	223
		%	88%	86%	87%
	Yes	Count	11	5	16
		%	6%	7%	6%
	Not stated	Count	11	5	16
		%	6%	7%	6%
Total		Count	183	72	255
		%	100%	100%	100%

Table 7.7 All Applications 2013-14 Disability by Recruitment Stage

			Recruitment Stage				
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	Total
Disability No	Count	131	54	<5	35	223	
	%	90%	86%	n/a	85%	87%	
Yes	Count	10	<5	<5	0	16	
	%	7%	n/a	n/a	0%	6%	
Not stated	Count	5	5	0	6	16	
	%	3%	8%	0%	15%	6%	
Total	Count	146	63	5	41	255	
	%	100%	100%	100%	100%	100%	

Table 7.8 Employees 2013-14 Disability by Education Support

Disability	Count	%
No	44	92%
Yes	<5	n/a
Not stated	<5	n/a
Total	48	100%

Section 8: Age

Table 8.1 Employees 2013-14 Age Distribution

	Count	%
Age (banded) <= 24	21	5%
25 - 39	145	37%
40 - 49	136	35%
50 - 59	73	19%
60+	19	5%
Total	394	100%

Table 8.2 Employees Age Distribution Comparison 2013-14 with 2012-13

	2012-13		2013-14		Change count	Percent change
	Count	%	Count	%		
Age (banded) <= 24	22	5%	21	5%	-1	-5%
25 - 39	161	39%	145	37%	-16	-10%
40 - 49	136	33%	136	35%	0	0%
50 - 59	73	18%	73	19%	0	0%
60+	16	4%	19	5%	3	19%
Total	408	100%	394	100%	-14	-3%

Table 8.3 Employees 2013-14 Age by Grade

	Grade (banded)				
	Grades 1 to 3	Grades 4 to 6	Grades 7+	Total	
Age (banded) <= 24	Count	20	<5	<5	21
	%	11%	n/a	n/a	5%
25 - 39	Count	70	69	6	145
	%	39%	43%	11%	37%
40 - 49	Count	45	61	30	136
	%	25%	38%	54%	35%
50 - 59	Count	30	26	17	73
	%	17%	16%	30%	19%
60+	Count	13	<5	<5	19
	%	7%	n/a	n/a	5%
Total	Count	178	160	56	394
	%	100%	100%	100%	100%

Table 8.4 Employees 2013-14 Age by Employment Status

			Employment Status		
			Full-time	Part-time	Total
Age (banded)	<= 24	Count	19	<5	21
		%	6%	n/a	5%
	25 - 39	Count	128	17	145
		%	40%	22%	37%
	40 - 49	Count	102	34	136
		%	32%	44%	35%
	50 - 59	Count	57	16	73
		%	18%	21%	19%
	60+	Count	11	8	19
		%	3%	10%	5%
Total		Count	317	77	394
		%	100%	100%	100%

Table 8.5 Leavers 2013-14 Age Distribution

		Count	%
Age (banded)	<= 24	8	32%
	25 - 39	9	36%
	40 - 49	6	24%
	50 - 59	<5	n/a
	60+	<5	n/a
Total		25	100%

Table 8.6 Recruitment - All Applications 2013-14 Age by Candidate Type

			Candidate Type		
			External	Internal	Total
Age (banded)	<= 24	Count	33	<5	37
		%	18%	n/a	15%
	25 - 39	Count	65	44	109
		%	36%	61%	43%
	40 - 49	Count	37	17	54
		%	20%	24%	21%
	50 - 59	Count	25	<5	28
		%	14%	n/a	11%
	60+	Count	9	<5	9
		%	5%	n/a	4%
Not stated		Count	14	<5	18
		%	8%	n/a	7%
Total		Count	183	72	255
		%	100%	100%	100%

Table 8.7 All Applications 2013-14 Age by Recruitment Stage

			Recruitment Stage				Total
			Applied only	Interview no job offer	Job offered not accepted	Job offered and accepted	
Age (banded)	<= 24	Count	26	6	<5	5	37
		%	18%	10%	n/a	12%	15%
	25 - 39	Count	59	31	<5	15	109
		%	40%	49%	n/a	37%	43%
	40 - 49	Count	24	15	<5	14	54
		%	16%	24%	n/a	34%	21%
	50 - 59	Count	18	5	<5	5	28
		%	12%	8%	n/a	12%	11%
	60+	Count	6	<5	<5	<5	9
		%	4%	n/a	n/a	n/a	4%
Not stated		Count	13	<5	<5	<5	18
		%	9%	n/a	n/a	n/a	7%
Total		Count	146	63	5	41	255
		%	100%	100%	100%	100%	100%

Table 8.8 Employees 2013-14 Age by Education Support

Age (banded)	Count	%
<= 24	<5	n/a
25 - 39	27	56%
40 - 49	13	27%
50 - 59	6	13%
Total	48	100%