

Diversity and Inclusion SUMMARY Qtr 2 2017-18

Age Group	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
Under 20	0.1%				0.1%	0.1%	0.0%	2.4%	
20-24	2.6%	3.2%	5.2%	2.7%	2.5%	2.2%	0.4%	3.0%	
25-29	8.4%	7.5%	1.7%	8.1%	8.5%	5.8%	2.6%	4.5%	26.8%
30-34	11.1%	8.6%	5.2%	16.2%	11.3%	5.1%	6.0%	4.9%	44.6%
35-39	11.8%	8.6%	6.9%	12.2%	12.0%	4.1%	7.7%	3.3%	19.6%
40-44	12.6%	10.8%	10.3%	14.9%	12.6%	3.7%	8.8%	4.5%	8.9%
45-49	15.5%	12.9%	25.9%	18.9%	15.6%	7.6%	7.8%	4.9%	
50-54	17.0%	14.0%	12.1%	18.9%	16.8%	7.7%	9.2%	7.0%	
55-59	13.6%	15.1%	19.0%	5.4%	13.7%	6.0%	7.5%	6.8%	
60-64	5.7%	14.0%	8.6%	2.7%	5.6%	2.3%	3.4%		
65 & Over	1.7%	5.4%	1.7%		1.5%	0.2%	1.4%		
			3.4%						

NB. Blank and Not Stated ethnicities have been excluded from % calculations

Ethnicity Classification	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
White British	83.8%	85.5%	77.6%	86.8%	84.2%	37.48%	46.27%	5.5%	68.8%
Irish	1.9%	3.6%		0.0%	1.8%	0.80%	1.07%	25.0%	2.1%
Other White	3.4%		6.1%	4.4%	3.5%	1.82%	1.61%	1.8%	6.3%
White & Black Caribbean	0.3%			0.0%	0.3%	0.05%	0.21%		2.1%
White & Black African	0.1%			0.0%	0.1%	0.00%	0.05%	14.3%	0.0%
White & Asian	0.5%			0.0%	0.5%	0.27%	0.21%		2.1%
Other Mixed	0.6%	1.2%		0.0%	0.7%	0.32%	0.32%		0.0%
Indian	1.9%	0.0%	6.1%	2.9%	1.9%	1.02%	0.86%		2.1%
Pakistani	1.2%	2.4%	2.0%	1.5%	1.2%	0.54%	0.70%		4.2%
Bangladeshi	0.8%	1.2%		0.0%	0.7%	0.32%	0.48%		0.0%
Other Asian	0.7%	1.2%		1.5%	0.6%	0.38%	0.32%		0.0%
Caribbean	1.3%	3.6%		0.0%	1.3%	0.80%	0.48%	4.8%	2.1%
African	2.4%	1.2%	8.2%	2.9%	2.2%	1.34%	1.07%		8.3%
Other Black	0.5%			0.0%	0.5%	0.38%	0.11%		0.0%
Chinese	0.2%			0.0%	0.2%	0.16%	0.05%		2.1%
Other Ethnic	0.5%	0.0%		0.0%	0.4%	0.16%	0.32%		0.0%
Blank/Not Stated	9.3%	10.8%	15.5%	8.1%	9.2%	3.40%	5.93%	6.7%	14.3%

Gender	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
Female	93.5%	90.3%	84.5%	95.9%	93.7%	39.5%	54.0%	4.7%	100.0%
Male	6.5%	9.7%	12.1%	4.1%	6.3%	5.4%	1.1%	2.1%	
Not Known			3.4%						

Disability	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
No	39.7%	43.0%	25.9%	43.2%	40.3%	17.3%	22.4%	4.3%	39.3%
Yes	1.5%	2.2%	8.6%	2.7%	1.5%	1.0%	0.5%	7.1%	
Not Declared/ Undefined	58.8%	54.8%	65.5%	54.1%	58.1%	26.7%	32.1%		60.7%

Religious Belief	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
Atheism	3.7%	4.3%	5.2%	5.4%	3.8%	2.1%	1.6%	3.2%	12.5%
Buddhism	0.1%				0.1%				
Christianity	21.6%	21.5%	27.6%	25.7%	21.9%	9.3%	12.3%	6.2%	16.1%
Hinduism	0.4%		1.7%		0.5%	0.2%	0.2%	2.0%	1.8%
I do not wish to disclose my religion/belief	70.2%	69.9%	58.6%	62.2%	69.9%	31.5%	38.8%	6.8%	64.3%
Islam	1.2%	2.2%			1.1%	0.6%	0.6%	1.3%	1.8%
Judaism	0.1%				0.1%				
Other	2.5%	2.2%	5.2%	6.8%	2.5%	1.1%	1.4%	4.3%	3.6%
Sikhism	0.1%		1.7%		0.1%	0.0%	0.1%	16.7%	

Sexual Orientation	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
Bisexual	0.1%				0.1%	0.0%			
Gay	0.1%				0.1%	0.1%		16.7%	
Heterosexual	32.1%	23.7%	44.8%	43.2%	32.6%	14.8%	17.3%	4.3%	37.5%
I do not wish to disclose my sexual orientation	67.4%	75.2%	55.2%	56.8%	67.0%	30.0%	37.5%	4.4%	62.5%
Lesbian	0.1%	1.1%			0.1%		0.1%	16.7%	

Marital Status	% of Staff in Post	% of Leavers	% of ER Cases	% of Promotions	% of Training attendance	% Staff Full Time	% Staff Part Time	% Appointed from applications	% Maternity Leavers
Civil Partnership	0.5%	1.1%			0.5%	0.1%	0.4%		1.8%
Divorced	6.9%	9.7%	10.3%	8.1%	6.8%	4.5%	2.4%	2.0%	
Legally Separated	1.3%	2.2%	6.9%	1.4%	1.4%	0.5%	0.8%		
Married (incl Same Sex marriage)	62.5%	58.1%	62.1%	58.1%	63.0%	22.6%	39.9%	5.5%	64.3%
Single	25.0%	23.7%	12.1%	32.4%	24.7%	15.8%	9.2%	4.2%	25.0%
Unknown	3.0%	4.3%		0.0%	0.6%	1.2%	1.8%	3.4%	8.9%
Widowed	0.7%	1.1%	8.6%		3.1%	0.2%	0.4%		