

Annual Report Data

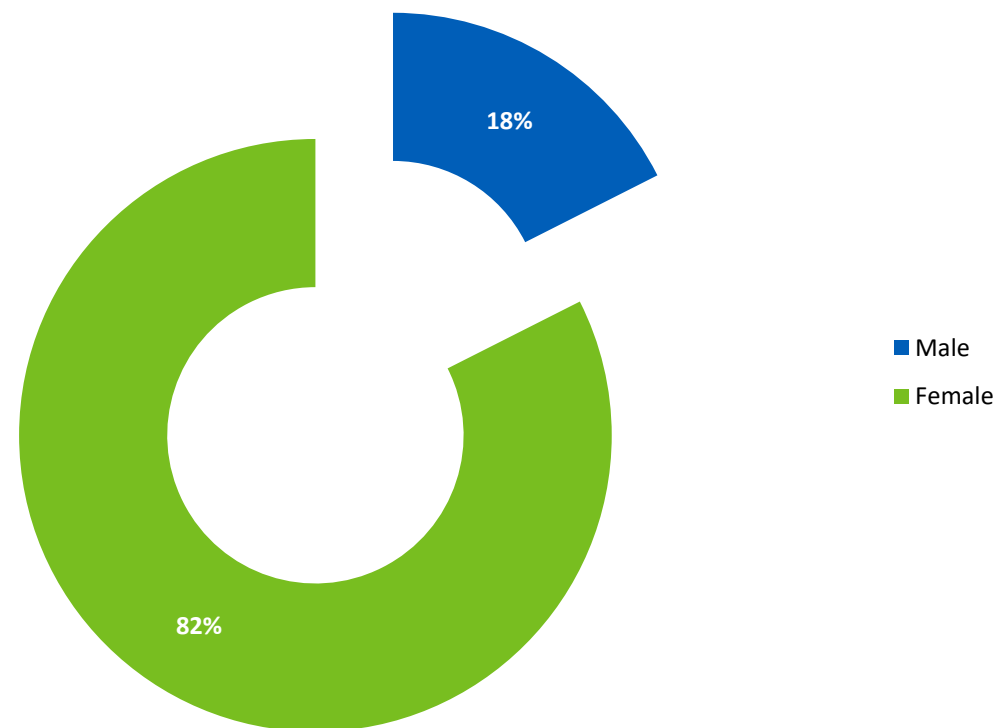
As at 31st March 2021



Demographic Data

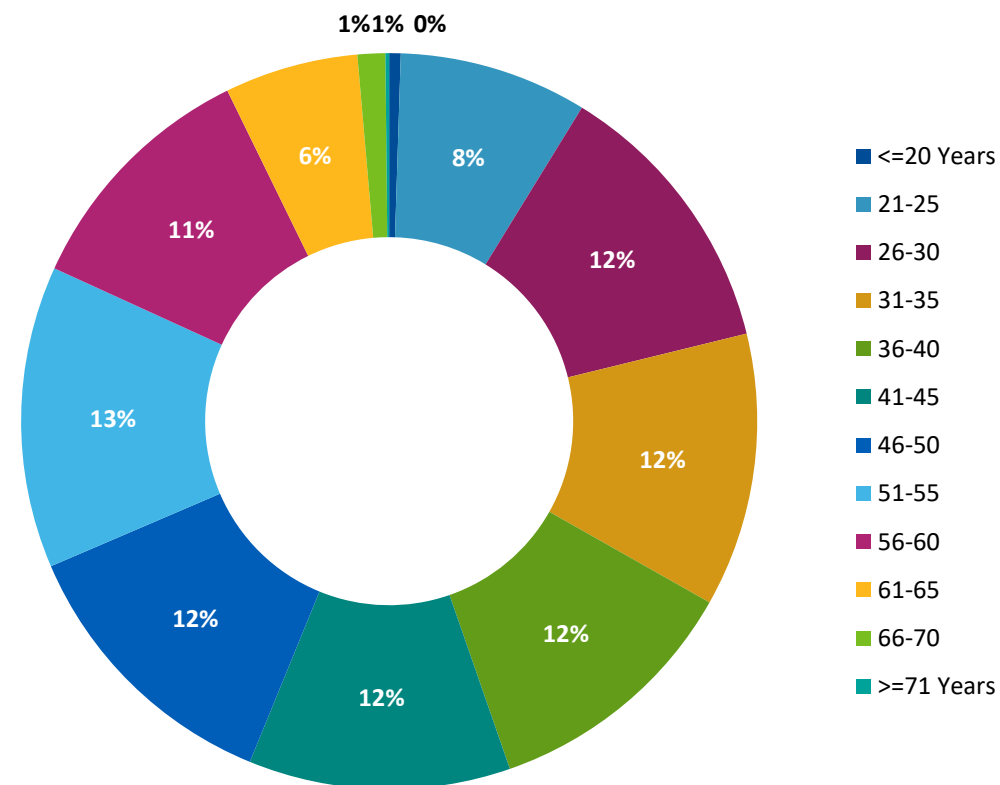
By Gender

Gender	Headcount exc 0 hours as at 31Mar2021
Male	1184
Female	5564
Grand Total	6748



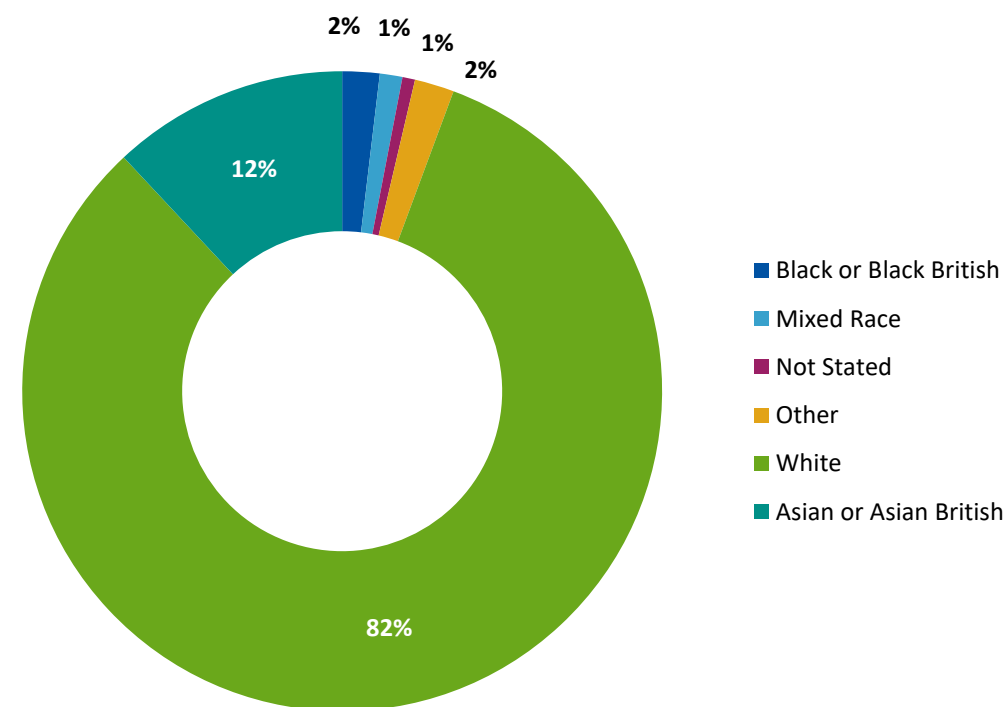
By Age

Age Band	Headcount exc 0 hours as at 31Mar2021
<=20 Years	34
21-25	558
26-30	837
31-35	811
36-40	775
41-45	776
46-50	835
51-55	895
56-60	738
61-65	396
66-70	82
>=71 Years	11
Grand Total	6748



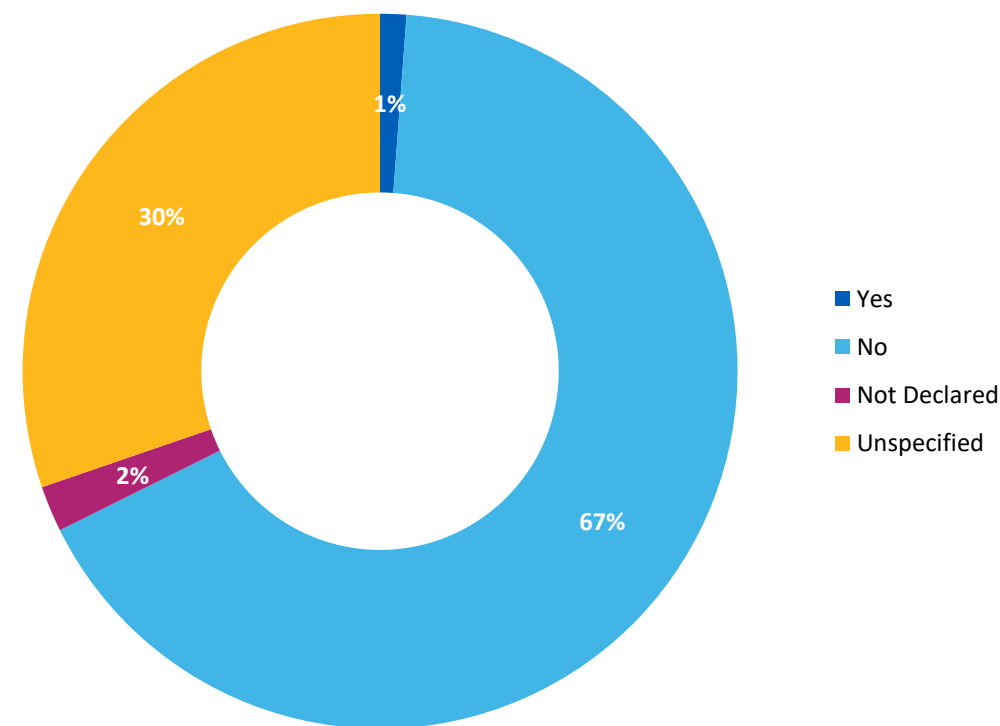
By Ethnicity

Ethnic Demographic	Headcount exc 0 hours as at 31Mar2021
Black or Black British	127
Mixed Race	77
Not Stated	43
Other	135
White	5559
Asian or Asian British	807
Grand Total	6748



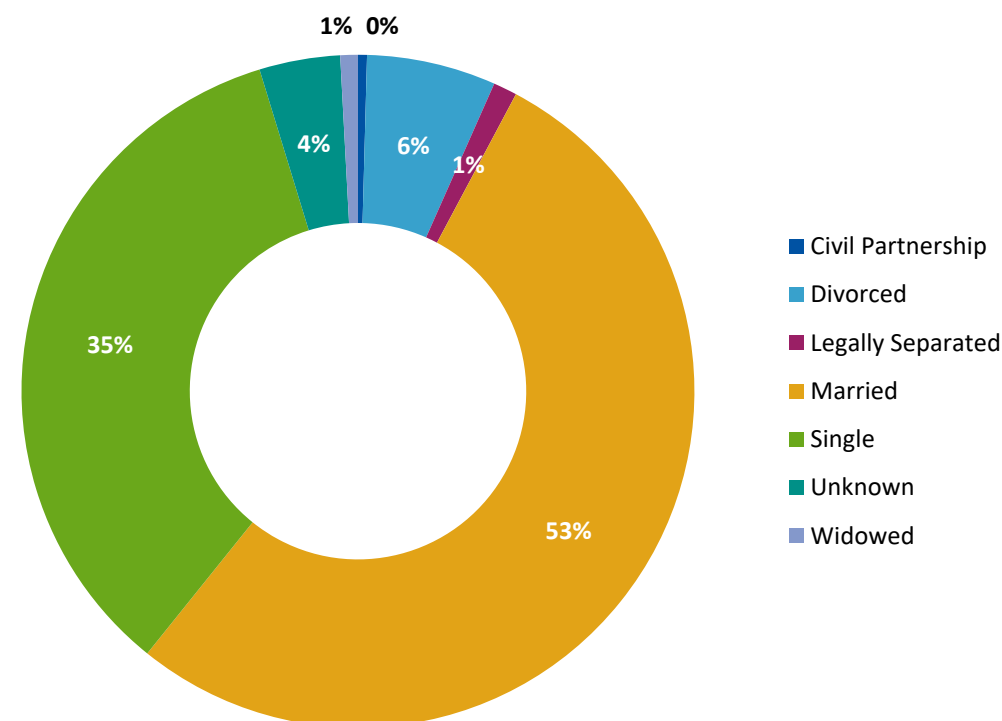
By Disability

Disability	Headcount exc 0 hours as at 31Mar2021
Yes	80
No	4486
Not Declared	140
Unspecified	2042
Grand Total	6748



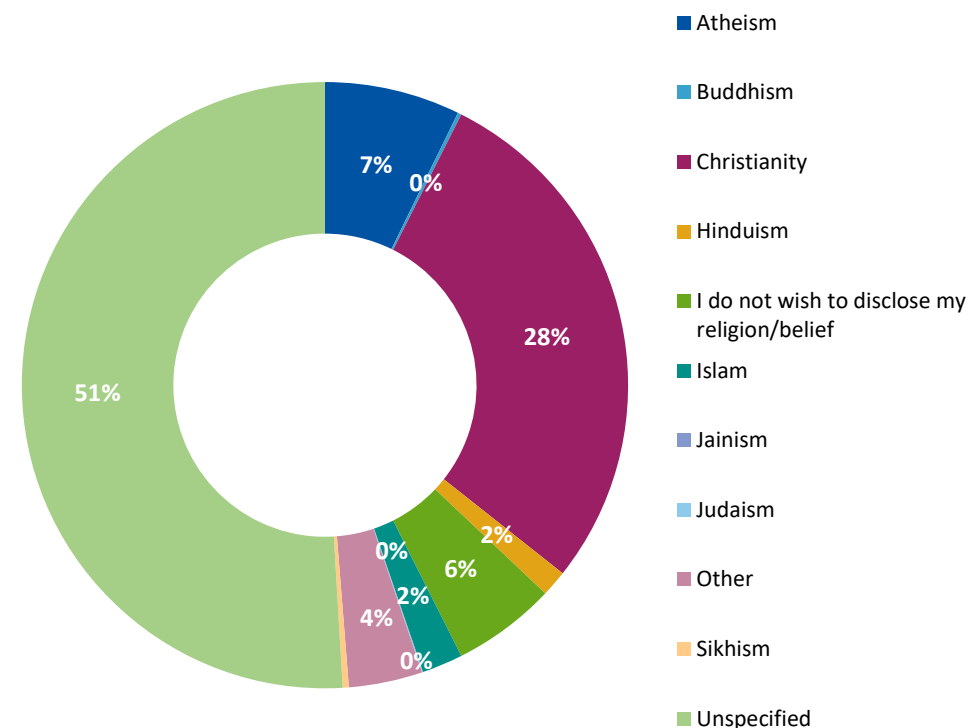
By Marital Status

Marital Status	Headcount exc 0 hours as at 31Mar2021
Civil Partnership	29
Divorced	419
Legally Separated	77
Married	3576
Single	2328
Unknown	262
Widowed	57
Grand Total	6748



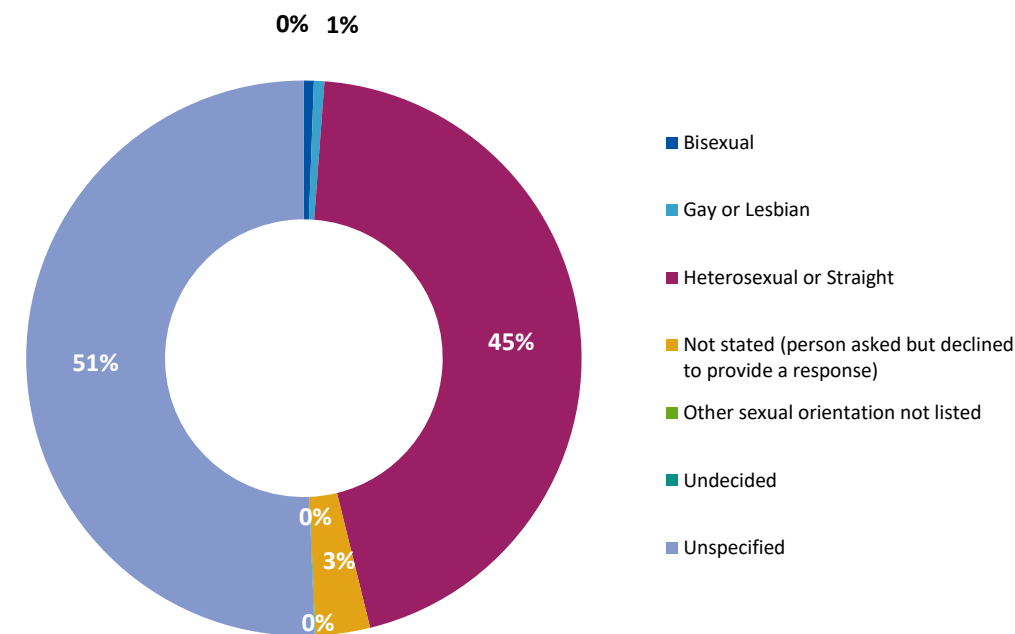
By Religious Beliefs

Religious Belief	Headcount exc 0 hours as at 31Mar2021
Atheism	488
Buddhism	13
Christianity	1905
Hinduism	94
I do not wish to disclose	373
Islam	147
Jainism	2
Judaism	2
Other	265
Sikhism	22
Unspecified	3437
Grand Total	6748



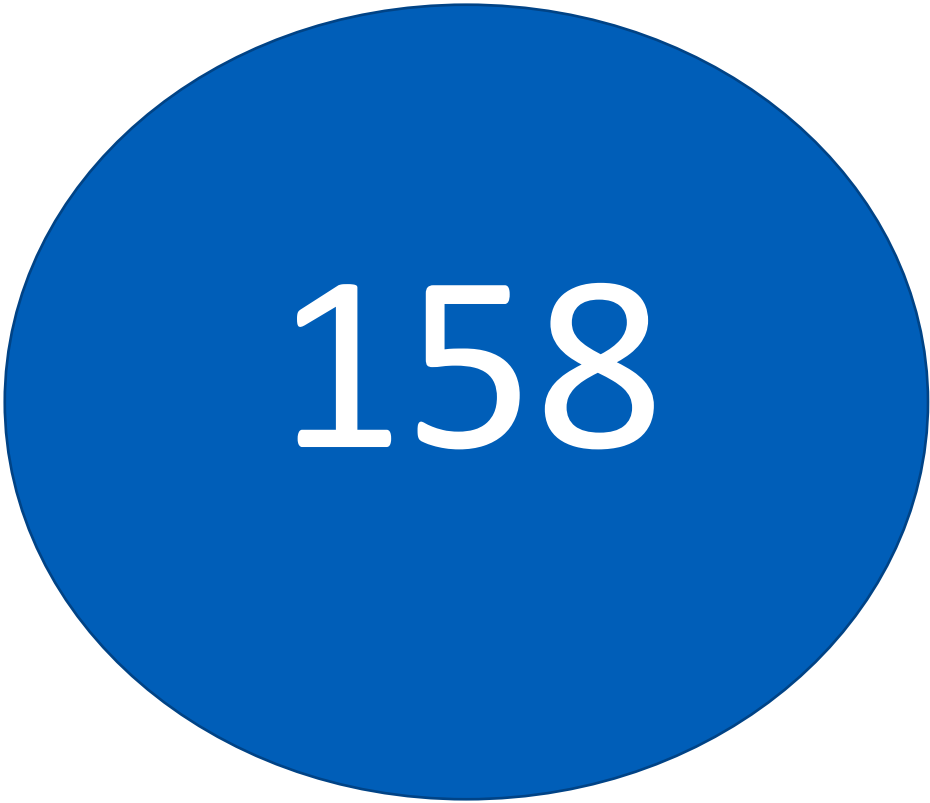
By Sexual Orientation

Sexual Orientation	Headcount exc 0 hours as at 31Mar2021
Bisexual	39
Gay or Lesbian	41
Heterosexual or Straight	3035
Not stated (person asked)	214
Other sexual orientation	1
Undecided	2
Unspecified	3416
Grand Total	6748



Staff on Maternity or Adoption Leave

Assignment Status	Headcount exc 0 hours as at 31Mar2021
Maternity & Adoption	158
Grand Total	158



Starters and Leavers Data

Starters

Gender	Female 1087 (78%)			Male 305 (22%)		
Age	30 and Under 717 (52%)		31 – 50 502 (36%)		51 and Over 173 (12%)	
Disability	No 1180 (85%)		Yes 15 (1%)		Unspecified 195 (14%)	
Ethnicity	White 1056 (76%)		Black / Black British 197 (15%)		Asian / Asian British 58 (4%)	
Religion / Beliefs	Christianity 562 (40%)		Other Religious Belief 270 (19%)		Atheism 273 (20%)	
Sexual Orientation	Heterosexual 1167 (84%)		LGBTQ+ 52 (4%)		Unspecified 173 (12%)	
	Not Declared 2 (0%)		Other 75 (5%)		Unspecified 6 (0%)	
	Unspecified 287 (21%)					

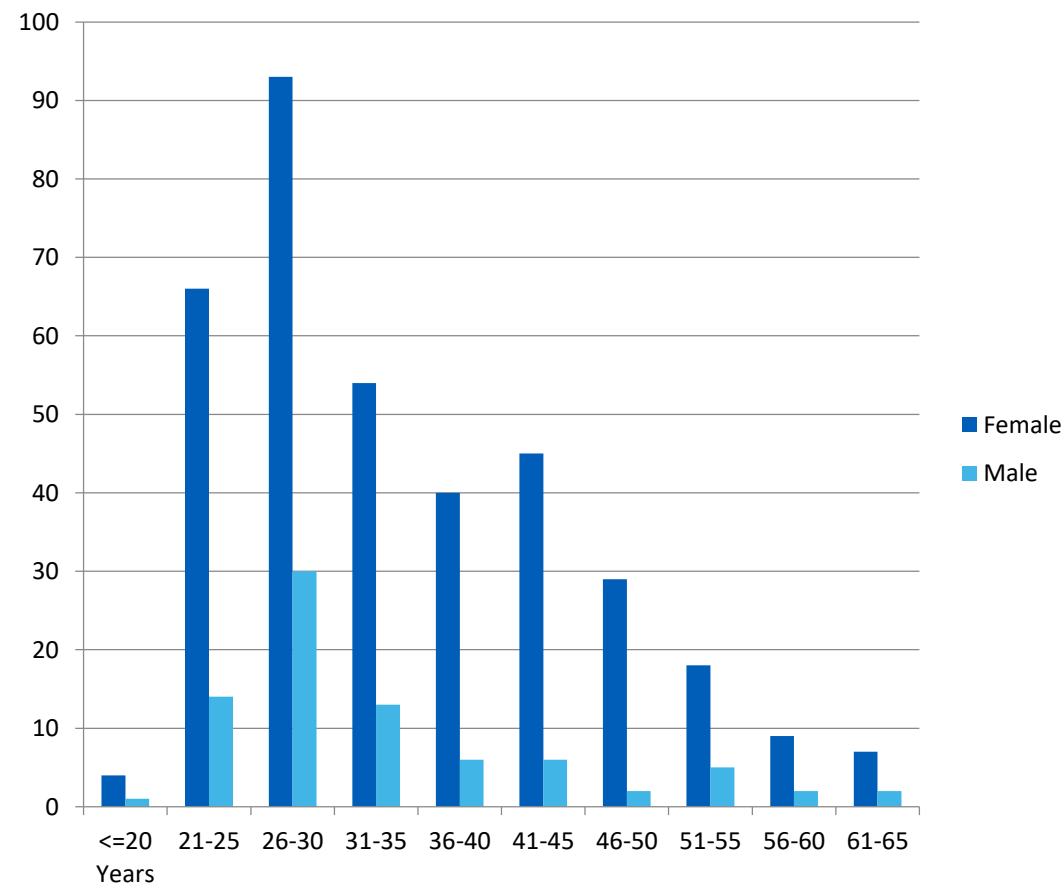
Leavers

Gender	Female 855 (77%)			Male 252 (23%)		
Age	30 and Under 465 (42%)		31 – 50 361 (33%)		51 and Over 281 (25%)	
Disability	No 870 (79%)		Yes 6 (0%)		Unspecified 206 (19%)	
Ethnicity	White 885 (80%)	Black / Black British 125 (11%)	Asian / Asian British 42 (4%)	Other 45 (4%)		Unspecified 10 (1%)
Religion / Beliefs	Christianity 298 (27%)		Other Religious Belief 147 (13%)		Atheism 146 (13%)	
Sexual Orientation	Heterosexual 613 (55%)		LGBTQ+ 472 (43%)		Unspecified 22 (2%)	

Promotions Data

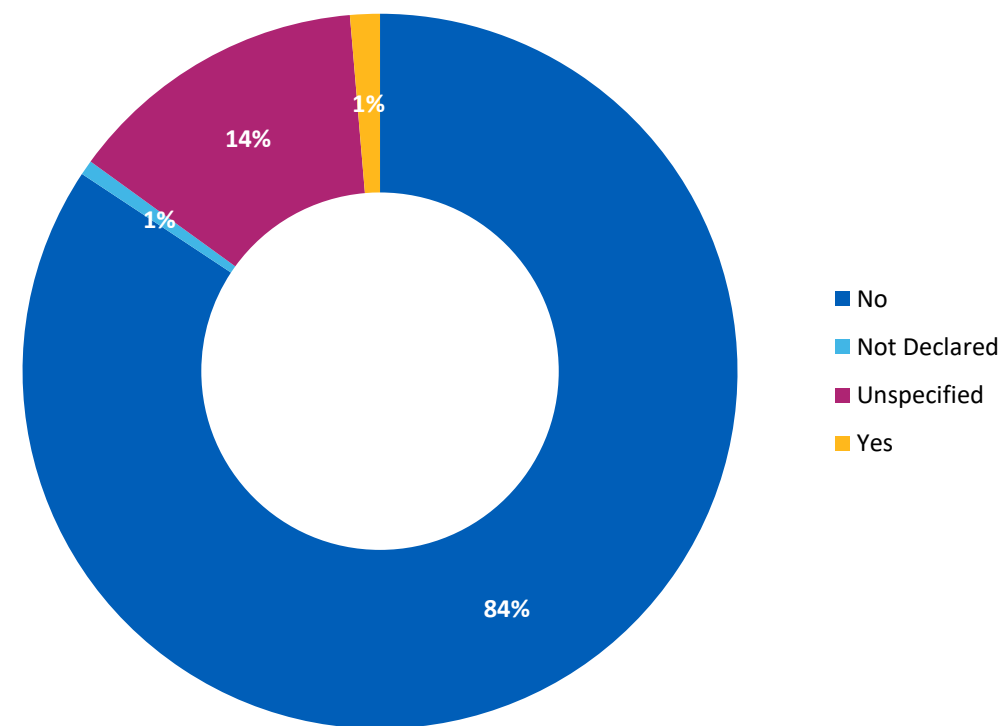
Promotions by Age and Gender

Age Band	Female	Male	Promotion Count
<=20 Years	4	1	5
21-25	66	14	80
26-30	93	30	123
31-35	54	13	67
36-40	40	6	46
41-45	45	6	51
46-50	29	2	31
51-55	18	5	23
56-60	9	2	11
61-65	7	2	9
Grand Total	365	81	446



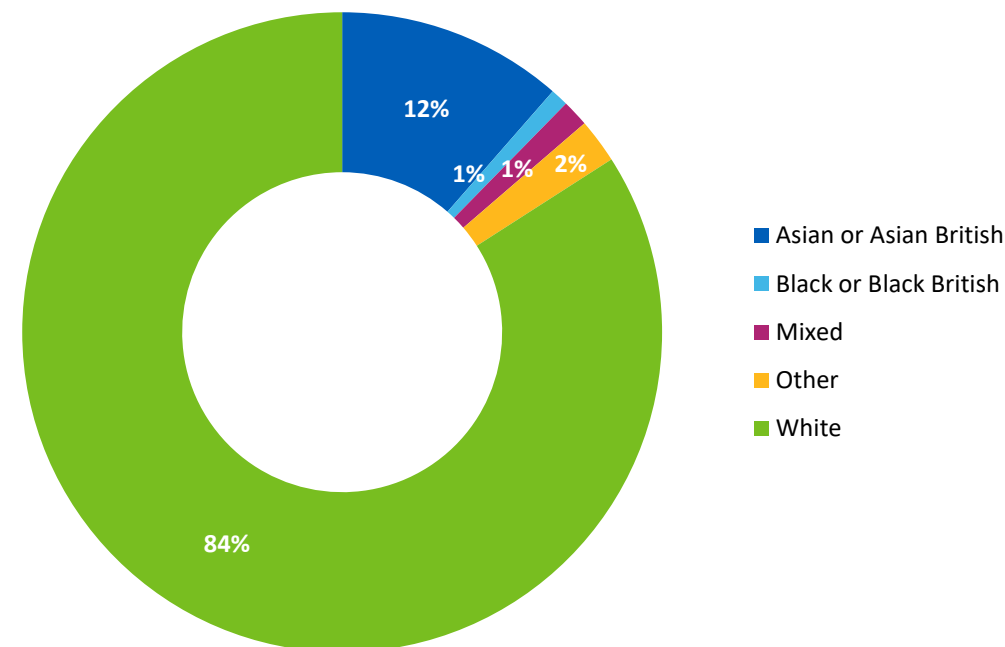
By Disability Status

Disability Status	Promotion Count
No	376
Not Declared	3
Unspecified	61
Yes	6
Grand Total	446



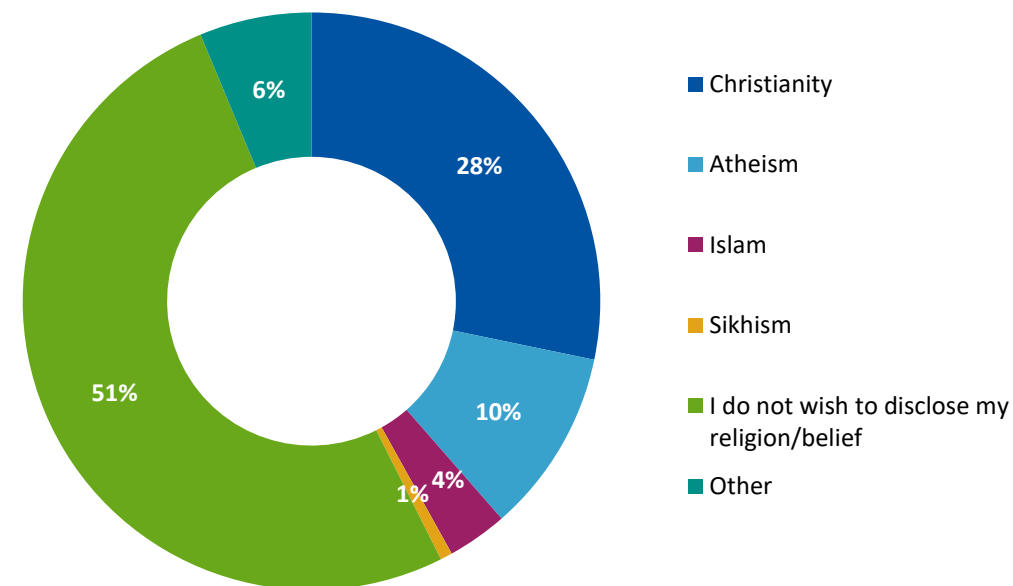
By Ethnicity

Ethnic Demographic	Promotion Count
Asian or Asian British	51
Black or Black British	4
Mixed	6
Other	10
White	375
Grand Total	446



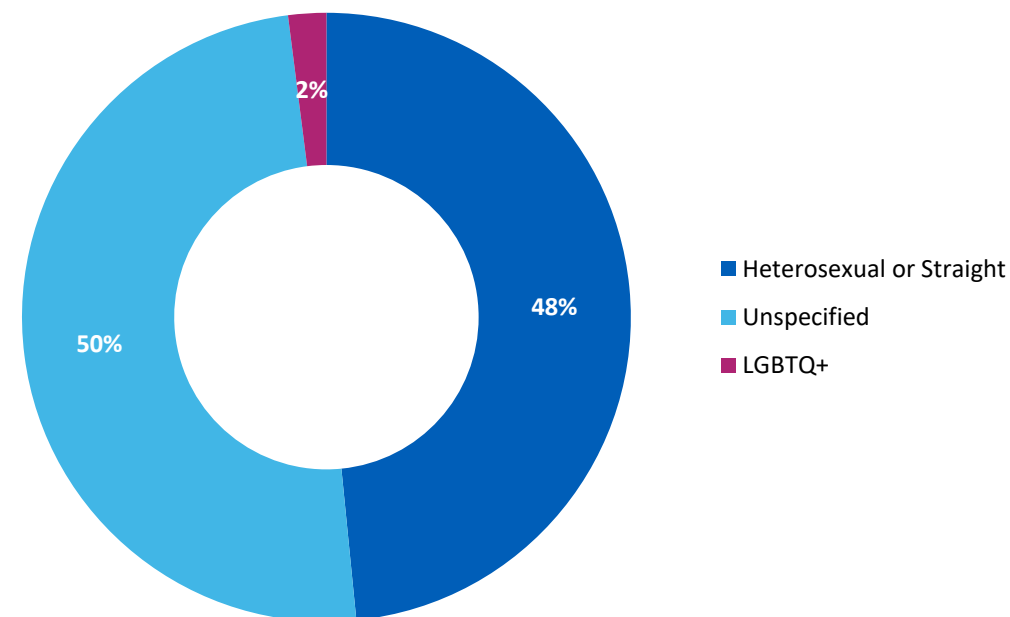
By Religious Belief

Religious Belief	Promotion Count
Atheism	46
Buddhism	1
Christianity	126
Hinduism	4
I do not wish to disclose my religion/belief	31
Islam	15
Other	23
Sikhism	3
Unspecified	197
Grand Total	446



By Sexual Orientation

Orientation	Promotion Count
Bisexual	5
Gay or Lesbian	4
Heterosexual or Straight	216
Not stated (person asked but declined to provide)	23
Unspecified	198
Grand Total	446



Recruitment Data

	Number of Applications	As % of Total Applications	Number Shortlisted	As % of Total Shortlisted	Number Appointed	As % of Total Appointments
Ethnicity (White)	12825	55.55	4371	70.10	1305	77.59
Ethnicity (All Other)	9875	42.77	1780	28.55	368	21.88
Ethnicity (Undisclosed)	386	1.67	84	1.35	9	0.54
Total Ethnicity	23086	%	6235	%	1682	%
Gender (Female)	17228	68.23	4916	78.85	1408	83.71
Gender (Male)	7968	31.56	1301	20.87	271	16.11
Gender (Undisclosed)	53	0.21	18	0.29	3	0.18
Total Gender	25249	%	6235	%	1682	%
Age Profile (Under 30)	9161	36.28	1913	30.68	632	37.55
Age Profile (30 – 50)	12669	50.18	3156	50.62	832	49.44
Age Profile (51 & Over)	3418	13.54	1166	18.70	219	13.01
Age Profile (Undisclosed)	0	0.00	0	0.00	0	0.00
Total Age Profile	25248	%	6235	%	1683	%
Disability (Yes)	713	2.82	306	4.91	58	3.45
Disability (No)	24292	96.21	5870	94.15	1609	95.66
Disability (Undisclosed)	244	0.97	59	0.95	15	0.89
Total Disability	25249	%	6235	%	1682	%
Sexual Orientation (Heterosexual)	23747	94.05	5830	93.10	1586	94.29
Sexual Orientation (LGBTQ+)	963	3.81	256	4.09	61	3.63
Sexual Orientation (Undisclosed)	539	2.13	176	2.81	35	2.08
Total Sexual Orientation	25249	%	6262	%	1682	%
Religion (Christianity)	11680	46.26	3105	49.80	830	49.35
Religion (All other)	8163	32.33	1452	23.29	325	19.32
Religion (Atheism)	3336	13.21	1034	16.58	360	21.40
Religion (Undisclosed)	2070	8.20	644	10.33	167	9.93
Total Religion	25249		6235		1682	

HR Employee Relations Data

Topic	Total Number of Cases	Ethnicity: White (All)	Ethnicity: Non-white	Ethnicity: Not stated	Age: Under 30	Age: 31-50	Age: 50+	Age: Not stated	Gender: Female	Gender: Male	Gender: Not stated
Disciplinary	27	25	2	n/a	6	10	11	n/a	19	8	n/a
Grievance	23	15	1	7	1	6	10	6	11	6	6
Dignity at Work (Including harassment)	3	3	0	n/a	0	0	3	n/a	3	0	n/a
Capability	0	0	0	n/a	0	0	0	n/a	0	0	n/a
Raising Concerns (FTSU)											
Other Appeals	3	3	0	n/a	0	0	3	n/a	3	0	n/a
Probationary	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MHPS Cases	2	2	0	n/a	0	0	2	n/a	0	2	n/a
Employment Tribunal Claims	0	0	0	0	0	0	0	0	0	0	0