

Appendix 2

Diversity Summary Analysis as at 1 April 2017

Age of employees

	<20	20-30	30-40	40-50	50-60	60+	Total
Total	1	61	199	114	106	24	505
%	0.2%	12.1%	39.4%	22.6%	21.0%	4.8%	100.0%

Gender of employees

	Male	Female	Total
Total	174	331	505
%	34.5%	65.5%	100.0%

Sexual orientation of employees

	Lesbian, gay or bisexual	Hetero-sexual	Prefer not to Say	Total
Total	66	345	94	505
%	13.1%	68.3%	18.6%	100.0%

Level of disabled employees

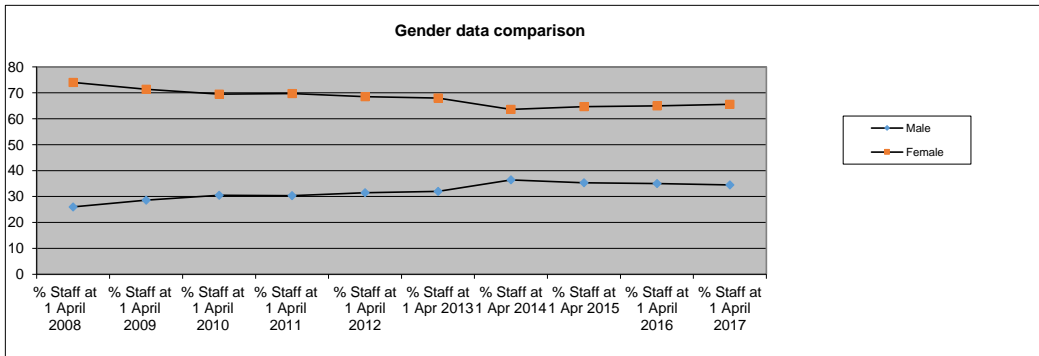
	Disabled	Not Disabled	Prefer not to Say	Total
Total	26	448	31	505
%	5.1%	88.7%	6.1%	100.0%

Ethnic origin of employees

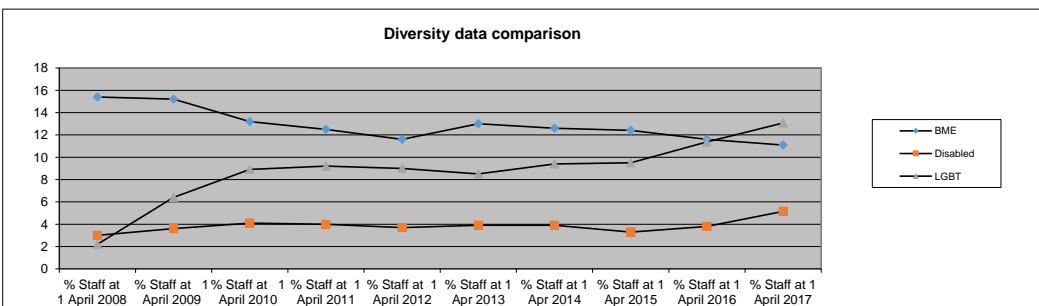
	BME	Non-BME	No Data	Total
Total	56	438	11	505
%	11.1%	86.7%	2.2%	100.0%

Comparison with staff profile from 1 April 2008

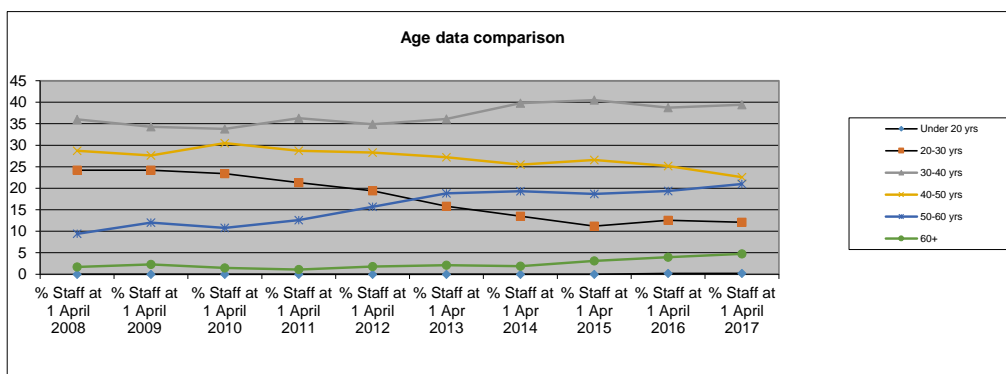
Gender	% Staff at 1 April 2008	% Staff at 1 April 2009	% Staff at 1 April 2010	% Staff at 1 April 2011	% Staff at 1 April 2012	% Staff at 1 Apr 2013	% Staff at 1 Apr 2014	% Staff at 1 Apr 2015	% Staff at 1 April 2016	% Staff at 1 April 2017
Male	26.0	28.6	30.5	30.3	31.5	32	36.4	35.3	35.00	34.46
Female	74.0	71.4	69.5	69.7	68.5	68	63.6	64.7	65.00	65.54



	% Staff at 1 April 2008	% Staff at 1 April 2009	% Staff at 1 April 2010	% Staff at 1 April 2011	% Staff at 1 April 2012	% Staff at 1 Apr 2013	% Staff at 1 Apr 2014	% Staff at 1 Apr 2015	% Staff at 1 April 2016	% Staff at 1 April 2017
BME	15.4	15.2	13.2	12.5	11.6	13	12.6	12.4	11.6	11.1
Disabled	3.0	3.6	4.1	4.0	3.7	3.9	3.9	3.3	3.8	5.1
LGBT	2.2	6.4	8.9	9.2	9.0	8.5	9.4	9.5	11.4	13.1



Age	% Staff at 1 April 2008	% Staff at 1 April 2009	% Staff at 1 April 2010	% Staff at 1 April 2011	% Staff at 1 April 2012	% Staff at 1 Apr 2013	% Staff at 1 Apr 2014	% Staff at 1 Apr 2015	% Staff at 1 April 2016	% Staff at 1 April 2017
Under 20 yrs	0	0	0	0	0.0	0.0	0	0	0.2	0.2
20-30 yrs	24.2	24.2	23.4	21.3	19.4	15.8	13.5	11.2	12.57	12.1
30-40 yrs	36.0	34.3	33.8	36.3	34.9	36.1	39.8	40.5	38.72	39.4
40-50 yrs	28.7	27.6	30.5	28.7	28.3	27.2	25.5	26.6	25.15	22.6
50-60 yrs	9.4	12.0	10.8	12.6	15.7	18.8	19.3	18.7	19.36	21.0
60+	1.7	2.3	1.5	1.1	1.8	2.1	1.9	3.1	3.99	4.8



Diversity Analysis - All Leavers 1 April 2016 to 31 March 2017

Age of leavers

	Leavers	%
Under 20	0	0.0%
20-30	17	28.3%
30-40	22	36.7%
40-50	12	20.0%
50-60	6	10.0%
60+	3	5.0%
Total	60	100.0%

Gender of leavers

	Leavers	%
Male	21	35.0%
Female	39	65.0%
Total	60	100.0%

Ethnic origin of leavers

	Leavers	%
BME	10	16.7%
Non BME	49	81.7%
Prefer not to say	1	1.7%
Total	60	100.0%

Leavers with disability

	Leavers	%
Disabled	3	5.0%
Non disabled	51	85.0%
Prefer not to say	6	10.0%
Total	60	100.0%

Sexual orientation of leavers

	Leavers	%
Lesbian, Gay or Bisexual	6	10.0%
Heterosexual	40	66.7%
Prefer not to say	14	23.3%
Total	60	100.0%

All leavers includes: Dismissal (1), FTC (8), Resignations (47), Redundancy (4)

Recruitment Summary - 1 April 2016 to 31 March 2017

Number of vacancies and applications to appointment stage

Jobs advertised	57
Applicants	5192
Interviewed	281
Hired	63

Annual Comparison

	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Jobs advertised	394	158	69	92	57
Applicants	6570	6727	4005	6619	5192
Interviewed	627	605	395	448	281
Hired	203	177	66	51	63