Pay Grade Figures by Protected Characteristic - April 2020 to March 2021

Protected Characteristic		% Census Data	% Staff in Post	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Ad-Hoc	VSM	Consultant	Foundation	Non-Consultant	Trust Grade
Gender	Female	52.00%	76.19%	0.03%	17.51%	7.28%	6.76%	20.61%	11.48%	7.29%	1.76%	0.53%	0.30%	0.07%	0.01%	0.46%	0.00%	2.01%	0.33%	0.41%	0.58%
	Male	48.00%	22.08%	0.02%	5.77%	1.93%	1.48%	3.24%	2.25%	1.72%	0.61%	0.37%	0.20%	0.04%	0.00%	0.57%	0.00%	2.95%	0.22%	0.31%	0.69%
	Not Recorded	0.00%	1.73%	0.00%	0.04%	0.01%	0.00%	0.03%	0.00%	0.01%	0.01%	0.01%	0.00%	0.01%	0.00%	1.50%	0.00%	0.01%	0.00%	0.00%	0.01%
	Total	100.00%	100.00%	0.05%	23.28%	9.21%	8.24%	23.85%	13.73%	9.00%	2.36%	0.90%	0.49%	0.11%	0.01%	1.03%	0.00%	4.96%	0.55%	0.72%	1.27%
Disability	No	not available	75.47%	0.01%	17.90%	6.28%	5.77%	19.14%	11.00%	6.84%	1.92%	0.72%	0.38%	0.08%	0.01%	0.92%	0.00%	3.46%	0.52%	0.53%	1.20%
	Yes	not available	3.33%	0.02%	1.10%	0.33%	0.31%	0.88%	0.44%	0.15%	0.06%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.03%	0.02%	0.00%	0.01%
	Not Recorded	not available	19.48%	0.02%	4.29%	2.60%	2.16%	3.83%	2.30%	2.00%	0.39%	0.16%	0.11%	0.03%	0.01%	0.11%	0.00%	1.47%	0.01%	0.19%	0.06%
	Total	not available	98.27%	0.05%	23.28%	9.21%	8.24%	23.85%	13.73%	9.00%	2.36%	0.90%	0.49%	0.11%	0.01%	1.03%	0.00%	4.96%	0.55%	0.72%	1.27%
Ethnic Origin	BME	14.70%	9.59%	0.00%	1.95%	0.46%	0.45%	3.60%	0.70%	0.34%	0.13%	0.01%	0.00%	0.00%	0.00%	0.17%	0.00%	1.11%	0.13%	0.19%	0.50%
	White	85.60%	86.72%	0.05%	20.93%	8.48%	7.65%	19.85%	12.77%	8.49%	2.19%	0.87%	0.48%	0.11%	0.01%	0.78%	0.00%	3.75%	0.41%	0.52%	0.72%
	Not Recorded	0.00%	1.95%	0.00%	0.40%	0.27%	0.14%	0.40%	0.26%	0.17%	0.05%	0.02%	0.02%	0.01%	0.00%	0.08%	0.00%	0.10%	0.01%	0.01%	0.03%
	Total	100.00%	98.26%	0.05%	23.28%	9.21%	8.24%	23.85%	13.73%	9.00%	2.36%	0.90%	0.49%	0.11%	0.01%	1.03%	0.00%	4.96%	0.55%	0.72%	1.26%
Religious Belief	Christianity	56.40%	45.28%	0.02%	10.34%	3.92%	3.41%	12.12%	6.94%	4.76%	1.13%	0.38%	0.24%	0.04%	0.01%	0.25%	0.00%	1.61%	0.15%	0.31%	0.33%
	Islam	6.30%	1.53%	0.00%	0.32%	0.08%	0.11%	0.26%	0.10%	0.06%	0.01%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.25%	0.03%	0.05%	0.25%
	No Religious Belief	28.40%	18.16%	0.00%	4.15%	1.31%	1.51%	4.54%	2.73%	1.57%	0.46%	0.17%	0.08%	0.03%	0.00%	0.37%	0.00%	0.82%	0.25%	0.09%	0.37%
	Other	2.60%	9.49%	0.01%	2.85%	0.91%	0.86%	2.16%	1.11%	0.56%	0.24%	0.09%	0.01%	0.01%	0.00%	0.08%	0.00%	0.47%	0.04%	0.07%	0.17%
	Not Recorded	6.30%	23.82%	0.01%	5.61%	2.98%	2.34%	4.77%	2.85%	2.06%	0.53%	0.26%	0.17%	0.04%	0.00%	0.30%	0.00%	1.82%	0.09%	0.21%	0.14%
	Total	100.00%	98.27%	0.05%	23.28%	9.21%	8.24%	23.85%	13.73%	9.00%	2.36%	0.90%	0.49%	0.11%	0.01%	1.03%	0.00%	4.96%	0.55%	0.72%	1.27%
Age	16-29	29.05%	18.58%	0.02%	5.25%	1.31%	2.24%	7.54%	2.14%	0.65%	0.06%	0.01%	0.01%	0.00%	0.00%	0.07%	0.00%	0.00%	0.55%	0.04%	0.44%
	30-59	36.05%	64.00%	0.02%	12.95%	6.65%	5.86%	14.43%	11.35%	8.24%	2.37%	0.91%	0.49%	0.12%	0.01%	0.09%	0.00%	4.81%	0.04%	0.67%	0.92%
	60+	8.68%	8.76%	0.01%	3.41%	1.64%	0.68%	1.53%	0.82%	0.68%	0.08%	0.03%	0.02%	0.01%	0.00%	0.02%	0.00%	0.53%	0.00%	0.07%	0.01%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	73.78%	91.34%	0.05%	21.60%	9.61%	8.78%	23.50%	14.30%	9.57%	2.51%	0.94%	0.52%	0.13%	0.01%	0.17%	0.00%	5.34%	0.59%	0.78%	1.36%
Sexual Orientation	Heterosexual	not available	75.73%	0.03%	17.86%	6.57%	5.97%	19.16%	11.21%	7.01%	1.92%	0.67%	0.34%	0.07%	0.01%	0.77%	0.00%	3.22%	0.49%	0.52%	1.10%
	LGB	not available	3.17%	0.01%	0.87%	0.21%	0.26%	0.87%	0.41%	0.24%	0.07%	0.03%	0.01%	0.00%	0.00%	0.02%	0.00%	0.09%	0.02%	0.02%	0.08%
	Not Recorded	not available	19.37%	0.01%	4.54%	2.43%	2.01%	3.82%	2.11%	1.76%	0.37%	0.20%	0.14%	0.04%	0.00%	0.24%	0.00%	1.66%	0.05%	0.19%	0.09%
	Total	not available	98.27%	0.05%	23.28%	9.21%	8.24%	23.85%	13.73%	9.00%	2.36%	0.90%	0.49%	0.11%	0.01%	1.03%	0.00%	4.96%	0.55%	0.72%	1.27%

Ad hoc = Student placements & other non VSM Ad Hoc Payscales e.g. Apprentice