

Agenda item A7(e)(i) - Appendix 3

Protected Characteristic	% Census Data	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students	% Total Workforce	
Gender	Female	52.00%	2.94%	16.37%	11.74%	5.86%	4.81%	2.75%	3.36%	29.33%	0.21%	77.37%
	Male	48.00%	0.74%	4.59%	3.63%	1.36%	3.60%	1.77%	4.49%	2.40%	0.04%	22.63%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	3.67%	20.96%	15.38%	7.22%	8.41%	4.52%	7.85%	31.74%	0.25%	100.00%
Disability	No	not available	2.93%	16.52%	11.38%	5.98%	5.47%	3.31%	6.01%	25.73%	0.24%	77.56%
	Yes	not available	0.14%	1.07%	0.79%	0.33%	0.27%	0.11%	0.09%	1.10%	0.01%	3.89%
	Not Recorded	not available	0.61%	3.37%	3.21%	0.91%	2.67%	1.10%	1.76%	4.91%	0.01%	18.55%
	Total	not available	3.67%	20.96%	15.38%	7.22%	8.41%	4.52%	7.85%	31.74%	0.25%	100.00%
Ethnic Origin	BME	14.70%	0.29%	2.01%	0.73%	0.44%	0.54%	0.37%	2.12%	4.60%	0.07%	11.18%
	White	85.60%	3.33%	18.67%	14.40%	6.69%	7.71%	3.96%	5.54%	26.70%	0.17%	87.17%
	Not Recorded	0.00%	0.06%	0.28%	0.24%	0.09%	0.15%	0.20%	0.19%	0.43%	0.01%	1.65%
	Total	100.00%	3.67%	20.96%	15.38%	7.22%	8.41%	4.52%	7.85%	31.74%	0.25%	100.00%
Religious Belief	Christianity	56.40%	1.57%	9.18%	6.83%	3.40%	3.34%	1.56%	2.61%	17.70%	0.18%	46.34%
	Islam	6.30%	0.12%	0.48%	0.21%	0.08%	0.02%	0.07%	0.72%	0.27%	0.01%	1.98%
	No Religious Belief	28.40%	0.79%	4.16%	2.81%	1.81%	0.85%	1.25%	1.46%	5.39%	0.04%	18.56%
	Other	2.60%	0.38%	2.66%	1.60%	0.63%	1.01%	0.25%	0.79%	2.65%	0.04%	10.02%
	Not Recorded	6.30%	0.81%	4.49%	3.93%	1.30%	3.18%	1.38%	2.27%	5.73%	0.01%	23.10%
	Total	100.00%	3.67%	20.96%	15.38%	7.22%	8.41%	4.52%	7.85%	31.74%	0.25%	100.00%
Age	16-29	29.05%	0.66%	5.48%	2.04%	1.73%	0.79%	0.79%	0.54%	6.50%	0.06%	18.60%
	30-59	36.05%	2.85%	12.94%	11.31%	5.23%	5.57%	3.48%	6.72%	23.14%	0.19%	71.43%
	60+	8.68%	0.17%	2.50%	2.01%	0.26%	2.05%	0.25%	0.58%	2.07%	0.09%	9.88%
	Not Recorded	0.00%	0.00%	0.04%	0.02%	0.00%	0.00%	0.00%	0.01%	0.02%	0.00%	0.09%
	Total	73.78%	3.67%	20.96%	15.38%	7.22%	8.41%	4.52%	7.85%	31.74%	0.25%	100.00%
Sexual Orientation	Heterosexual	not available	2.98%	16.50%	11.90%	6.02%	5.57%	3.24%	5.64%	26.06%	0.24%	78.13%
	LGB	not available	0.15%	1.02%	0.50%	0.33%	0.07%	0.17%	0.17%	1.03%	0.01%	3.46%
	Not Recorded	not available	0.54%	3.44%	2.98%	0.87%	2.76%	1.11%	2.04%	4.64%	0.01%	18.40%
	Total	not available	3.67%	20.96%	15.38%	7.22%	8.41%	4.52%	7.85%	31.74%	0.25%	100.00%

Recruitment (Medical) Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of all Applicants	% of all Shortlisted	% of all Appointed
Gender	Female	52.00%	77.37%	64.82%	61.87%	62.24%
	Male	48.00%	22.63%	33.27%	37.15%	18.77%
	Not Recorded	0.00%	0.00%	1.91%	0.98%	18.99%
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%
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Disability	No	not available	77.56%	91.25%	93.66%	71.99%
	Yes	not available	3.89%	5.20%	4.71%	4.40%
	Not Recorded	not available	18.55%	3.55%	1.63%	23.61%
	Grand Total		100.00%	100.00%	100.00%	100.00%
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Ethnic Origin	BME	14.70%	11.18%	36.42%	45.15%	17.38%
	White	85.60%	87.17%	59.93%	52.96%	59.24%
	Not Recorded	0.00%	1.65%	3.65%	1.89%	23.39%
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%
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Religious Belief	Christianity	56.40%	46.34%	62.07%	63.34%	46.45%
	Islam	6.30%	1.98%	14.26%	15.12%	7.20%
	No Religious Belief	28.40%	18.56%	0.00%	0.00%	0.00%
	Other	2.60%	10.02%	20.63%	21.01%	15.42%
	Not Recorded	6.30%	23.10%	3.04%	0.53%	30.93%
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%
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Age	16-29	29.05%	18.60%	40.61%	43.04%	31.23%
	30-59	36.05%	71.43%	55.70%	54.87%	45.97%
	60+	8.68%	9.88%	2.29%	1.61%	3.96%
	Not Recorded	0.00%	0.09%	1.40%	0.48%	18.84%
	Grand Total	73.78%	100.00%	100.00%	100.00%	100.00%
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Sexual Orientation	Heterosexual	not available	78.13%	91.94%	93.88%	72.60%
	LGB	not available	3.46%	5.76%	5.71%	4.50%
	Not Recorded	not available	18.40%	2.31%	0.42%	22.90%
	Grand Total	not available	100.00%	100.00%	100.00%	100.00%
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Transgender	No	not available	not available	0.00%	0.00%	0.00%
	Yes	not available	not available	0.00%	0.00%	0.00%
	Not Recorded	not available	not available	100.00%	100.00%	100.00%
	Grand Total	not available	not available	100.00%	100.00%	100.00%

Appraisal Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of all Appraisals Completed for Eligible Staff
Gender	Female	52.00%	77.37%	71.93%
	Male	48.00%	22.63%	71.90%
	Not Recorded	0.00%	0.00%	0
	Total	100.00%	100.00%	71.92%
Disability	No	not available	77.56%	71.70%
	Yes	not available	3.89%	69.79%
	Not Recorded	not available	18.55%	73.19%
	Total	not available	100.00%	71.92%
Ethnic Origin	BME	14.70%	11.18%	74.52%
	White	85.60%	87.17%	71.53%
	Not Recorded	0.00%	1.65%	78.95%
	Total	100.00%	100.00%	71.92%
Religious Belief	Christianity	56.40%	46.34%	71.71%
	Islam	6.30%	1.98%	69.54%
	No Religious Belief	28.40%	18.56%	70.87%
	Other	2.60%	10.02%	71.01%
	Not Recorded	6.30%	23.10%	73.62%
	Total	100.00%	100.00%	71.92%
Age	16-29	29.05%	18.60%	71.30%
	30-59	36.05%	71.43%	72.06%
	60+	8.68%	9.88%	71.84%
	Not Recorded	0.00%	0.09%	0
	Total	73.78%	100.00%	71.92%
Sexual Orientation	Heterosexual	not available	78.13%	71.44%
	LGB	not available	3.46%	71.62%
	Not Recorded	not available	18.40%	73.86%
	Total	not available	100.00%	71.92%

Harassment & Grievance Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of staff in post reporting Harassment	% of staff in post registering a Grievance
Gender	Female	52.00%	77.37%	0.08%	0.15%
	Male	48.00%	22.63%	0.05%	0.11%
	Not Recorded	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	100.00%	0.09%	0.17%
Disability	No	not available	77.56%	0.08%	0.12%
	Yes	not available	3.89%	0.00%	0.32%
	Not Recorded	not available	18.55%	0.07%	0.20%
	Total	not available	100.00%	0.09%	0.17%
Ethnic Origin	BME	14.70%	11.18%	0.11%	0.11%
	White	85.60%	87.17%	0.07%	0.14%
	Not Recorded	0.00%	1.65%	0.00%	0.38%
	Total	100.00%	100.00%	0.09%	0.17%
Religious Belief	Christianity	56.40%	46.34%	0.08%	0.13%
	Islam	6.30%	1.98%	0.00%	0.00%
	No Religious Belief	28.40%	18.56%	0.00%	0.13%
	Other	2.60%	10.02%	0.25%	0.06%
	Not Recorded	6.30%	23.10%	0.05%	0.21%
	Total	100.00%	100.00%	0.09%	0.17%
Age	16-29	29.05%	18.60%	0.07%	0.07%
	30-59	36.05%	71.43%	0.08%	0.16%
	60+	8.68%	9.88%	0.06%	0.19%
	Not Recorded	0.00%	0.09%	0.00%	0.00%
	Total	73.78%	100.00%	0.09%	0.17%
Sexual Orientation	Heterosexual	not available	78.13%	0.09%	0.14%
	LGB	not available	3.46%	0.00%	0.18%
	Not Recorded	not available	18.40%	0.03%	0.13%
	Total	not available	100.00%	0.09%	0.17%

Flexible Working Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of all Requests Accepted by PC	% of all Requests Rejected by PC	Total % of all Applications by PC
Gender	Female	52.00%	77.37%	6.76%	0.05%	6.81%
	Male	48.00%	22.63%	3.01%	0.08%	3.09%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	100.00%	5.91%	0.06%	5.97%
Disability	No	not available	77.56%	6.29%	0.06%	6.35%
	Yes	not available	3.89%	5.09%	0.16%	5.25%
	Not Recorded	not available	18.55%	4.51%	0.03%	4.54%
	Total	not available	100.00%	5.91%	0.06%	5.97%
Ethnic Origin	BME	14.70%	11.18%	3.27%	0.06%	3.32%
	White	85.60%	87.17%	6.32%	0.06%	6.37%
	Not Recorded	0.00%	1.65%	2.64%	0.00%	2.64%
	Total	100.00%	100.00%	5.91%	0.06%	5.97%
Religious Belief	Christianity	56.40%	46.34%	6.32%	0.07%	6.39%
	Islam	6.30%	1.98%	1.88%	0.00%	1.88%
	No Religious Belief	28.40%	18.56%	6.07%	0.03%	6.11%
	Other	2.60%	10.02%	6.80%	0.12%	6.92%
	Not Recorded	6.30%	23.10%	4.93%	0.03%	4.96%
	Total	100.00%	100.00%	5.91%	0.06%	5.97%
Age	16-29	29.05%	18.60%	4.99%	0.03%	5.03%
	30-59	36.05%	71.43%	6.16%	0.07%	6.22%
	60+	8.68%	9.88%	5.89%	0.00%	5.89%
	Not Recorded	0.00%	0.09%	0.00%	0.00%	0.00%
	Total	73.78%	100.00%	5.91%	0.06%	5.96%
Sexual Orientation	Heterosexual	not available	78.13%	6.18%	0.06%	6.24%
	LGB	not available	3.46%	5.90%	0.18%	6.08%
	Not Recorded	not available	18.40%	4.78%	0.03%	4.81%
	Total	not available	100.00%	5.91%	0.06%	5.97%

Disciplinary & Capability Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of all Disciplinary Cases by staff in post	% of all Capability Cases (No Underlying Health Reason)	% of all Capability Cases (Underlying Health Reason)
Gender	Female	52.00%	77.37%	0.21%	0.02%	0.25%
	Male	48.00%	22.63%	0.74%	0.25%	0.16%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	100.00%	0.33%	0.07%	0.23%
Disability	No	not available	77.56%	0.27%	0.06%	0.19%
	Yes	not available	3.89%	0.48%	0.00%	0.64%
	Not Recorded	not available	18.55%	0.53%	0.13%	0.03%
	Total	not available	100.00%	0.33%	0.07%	0.23%
Ethnic Origin	BME	14.70%	11.18%	0.17%	0.00%	0.00%
	White	85.60%	87.17%	0.35%	0.08%	0.26%
	Not Recorded	0.00%	1.65%	0.38%	0.00%	0.00%
	Total	100.00%	100.00%	0.33%	0.07%	0.23%
Religious Belief	Christianity	56.40%	46.34%	0.31%	0.08%	0.01%
	Islam	6.30%	1.98%	0.00%	0.00%	0.00%
	No Religious Belief	28.40%	18.56%	0.33%	0.00%	0.03%
	Other	2.60%	10.02%	0.25%	0.00%	0.12%
	Not Recorded	6.30%	23.10%	0.43%	0.13%	0.88%
	Total	100.00%	100.00%	0.33%	0.07%	0.23%
Age	16-29	29.05%	18.60%	0.47%	0.00%	0.07%
	30-59	36.05%	71.43%	0.29%	0.10%	0.15%
	60+	8.68%	9.88%	0.31%	0.00%	1.13%
	Not Recorded	0.00%	0.09%	0.00%	0.00%	0.00%
	Total	73.78%	100.00%	0.33%	0.07%	0.23%
Sexual Orientation	Heterosexual	not available	78.13%	0.29%	0.06%	0.20%
	LGB	not available	3.46%	0.18%	0.00%	0.00%
	Not Recorded	not available	18.40%	0.54%	0.13%	0.00%
	Total	not available	100.00%	0.33%	0.07%	0.23%

Leaver Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of all Resignations	% of all Fixed Term Contracts	% of all Retirements	% of all Flexi Retirements	% of all Other	% Total Leavers
Gender	Female	52.00%	77.37%	5.63%	1.87%	1.29%	0.76%	0.23%	9.79%
	Male	48.00%	22.63%	6.29%	2.68%	1.34%	0.55%	0.47%	11.33%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	100.00%	5.78%	2.06%	1.30%	0.71%	0.28%	10.14%
Disability	No	not available	77.56%	6.62%	2.40%	0.73%	0.39%	0.22%	10.36%
	Yes	not available	3.89%	6.20%	2.38%	0.48%	0.79%	0.95%	10.81%
	Not Recorded	not available	18.55%	2.20%	0.53%	3.84%	2.04%	0.43%	9.05%
	Total	not available	100.00%	5.78%	2.06%	1.30%	0.71%	0.28%	10.14%
Ethnic Origin	BME	14.70%	11.18%	5.98%	3.05%	0.33%	0.17%	0.17%	9.70%
	White	85.60%	87.17%	5.72%	1.91%	1.39%	0.78%	0.28%	10.08%
	Not Recorded	0.00%	1.65%	7.55%	3.02%	3.40%	0.75%	1.13%	15.85%
	Total	100.00%	100.00%	5.78%	2.06%	1.30%	0.71%	0.28%	10.14%
Religious Belief	Christianity	56.40%	46.34%	5.77%	1.76%	1.18%	0.68%	0.20%	9.60%
	Islam	6.30%	1.98%	7.19%	7.19%	0.31%	0.00%	0.31%	15.00%
	No Religious Belief	28.40%	18.56%	7.01%	3.74%	0.23%	0.23%	0.30%	11.51%
	Other	2.60%	10.02%	7.54%	1.73%	0.56%	0.31%	0.37%	10.51%
	Not Recorded	6.30%	23.10%	3.94%	0.99%	2.82%	1.39%	0.40%	9.54%
	Total	100.00%	100.00%	5.78%	2.06%	1.30%	0.71%	0.28%	10.14%
Age	16-29	29.05%	18.60%	12.02%	6.09%	0.00%	0.00%	0.17%	18.28%
	30-59	36.05%	71.43%	4.55%	1.16%	0.58%	0.62%	0.23%	7.15%
	60+	8.68%	9.88%	3.01%	0.94%	8.96%	2.69%	0.88%	16.48%
	Not Recorded	0.00%	0.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	73.78%	100.00%	5.78%	2.06%	1.30%	0.71%	0.28%	10.14%
Sexual Orientation	Heterosexual	not available	78.13%	6.34%	2.35%	0.78%	0.52%	0.25%	10.26%
	LGB	not available	3.46%	9.12%	2.86%	0.18%	0.18%	0.18%	12.52%
	Not Recorded	not available	18.40%	2.79%	0.64%	3.70%	1.62%	0.44%	9.19%
	Total	not available	100.00%	5.78%	2.06%	1.30%	0.71%	0.28%	10.14%

Full & Part Time Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% of part time staff
Gender	Female	52.00%	77.37%	44.13%
	Male	48.00%	22.63%	16.36%
	Not Recorded	0.00%	0.00%	0.00%
	Total	100.00%	100.00%	37.84%
Disability	No	not available	77.56%	34.80%
	Yes	not available	3.89%	32.59%
	Not Recorded	not available	18.55%	51.64%
	Total	not available	100.00%	37.84%
Ethnic Origin	BME	14.70%	11.18%	20.89%
	White	85.60%	87.17%	40.02%
	Not Recorded	0.00%	1.65%	37.74%
	Total	100.00%	100.00%	37.85%
Religious Belief	Christianity	56.40%	46.34%	38.23%
	Islam	6.30%	1.98%	24.69%
	No Religious Belief	28.40%	18.56%	27.43%
	Other	2.60%	10.02%	38.13%
	Not Recorded	6.30%	23.10%	46.41%
	Total	100.00%	100.00%	37.85%
Age	16-29	29.05%	18.60%	17.14%
	30-59	36.05%	71.43%	39.33%
	60+	8.68%	9.88%	65.79%
	Not Recorded	0.00%	0.09%	0.00%
	Total	73.78%	100.00%	37.85%
Sexual Orientation	Heterosexual	not available	78.13%	36.02%
	LGB	not available	3.46%	21.82%
	Not Recorded	not available	18.40%	48.57%
	Total	not available	100.00%	37.84%

Personal Development Training Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% Received Training
Gender	Female	52.00%	77.37%	78.06%
	Male	48.00%	22.63%	21.94%
	Not Recorded	0.00%	0.00%	0.00%
	Grand Total	100.00%	100.00%	100.00%
Disability	No	not available	77.56%	86.79%
	Yes	not available	3.89%	4.70%
	Not Recorded	not available	18.55%	8.51%
	Grand Total	not available	100.00%	100.00%
Ethnic Origin	BME	14.70%	11.18%	9.15%
	White	85.60%	87.17%	89.17%
	Not Recorded	0.00%	1.65%	1.68%
	Grand Total	100.00%	100.00%	100.00%
Religious Belief	Christianity	56.40%	46.34%	47.24%
	Islam	6.30%	1.98%	1.74%
	No Religious Belief	28.40%	18.56%	25.94%
	Other	2.60%	10.02%	9.92%
	Not Recorded	6.30%	23.10%	15.17%
	Grand Total	100.00%	100.00%	100.00%
Age	16-29	29.05%	18.60%	17.56%
	30-59	36.05%	71.43%	78.56%
	60+	8.68%	9.88%	3.88%
	Not Recorded	0.00%	0.09%	0.00%
	Grand Total	73.78%	100.00%	100.00%
Sexual Orientation	Heterosexual	not available	78.13%	86.15%
	LGB	not available	3.46%	5.22%
	Not Recorded	not available	18.40%	8.64%
	Grand Total	not available	100.00%	100.00%

Recruitment & Selection Training Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% Received Training
Gender	Female	52.00%	77.37%	79.41%
	Male	48.00%	22.63%	20.34%
	Not Recorded	0.00%	0.00%	0.00%
	Grand Total	100.00%	100.00%	99.75%
Disability	No	not available	77.56%	87.75%
	Yes	not available	3.89%	3.43%
	Not Recorded	not available	18.55%	8.58%
	Grand Total	not available	100.00%	99.75%
Ethnic Origin	BME	14.70%	11.18%	10.29%
	White	85.60%	87.17%	88.97%
	Not Recorded	0.00%	1.65%	0.49%
	Grand Total	100.00%	100.00%	99.75%
Religious Belief	Christianity	56.40%	46.34%	48.28%
	Islam	6.30%	1.98%	1.72%
	No Religious Belief	28.40%	18.56%	25.49%
	Other	2.60%	10.02%	11.76%
	Not Recorded	6.30%	23.10%	12.50%
	Grand Total	100.00%	100.00%	99.75%
Age	16-29	29.05%	18.60%	12.25%
	30-59	36.05%	71.43%	85.78%
	60+	8.68%	9.88%	1.72%
	Not Recorded	0.00%	0.09%	0.00%
	Grand Total	73.78%	100.00%	99.75%
Sexual Orientation	Heterosexual	not available	78.13%	89.71%
	LGB	not available	3.46%	3.43%
	Not Recorded	not available	18.40%	6.62%
	Grand Total	not available	100.00%	99.75%

Probation Dismissal Figures by Protected Characteristic - April 2021 to March 2022

Protected Characteristic		% Census Data	% Staff in Post	% dismissed within 9 months
Gender	Female	52.00%	77.37%	0.00%
	Male	48.00%	22.63%	0.00%
	Not Recorded	0.00%	0.00%	0.00%
	Total	100.00%	100.00%	0.00%
Disability	No	not available	77.56%	0.00%
	Yes	not available	3.89%	0.00%
	Not Recorded	not available	18.55%	0.00%
	Total	not available	100.00%	0.00%
Ethnic Origin	BME	14.70%	11.18%	0.00%
	White	85.60%	87.17%	0.00%
	Not Recorded	0.00%	1.65%	0.00%
	Total	100.00%	100.00%	0.00%
Religious Belief	Christianity	56.40%	46.34%	0.00%
	Islam	6.30%	1.98%	0.00%
	No Religious Belief	28.40%	18.56%	0.00%
	Other	2.60%	10.02%	0.00%
	Not Recorded	6.30%	23.10%	0.00%
	Total	100.00%	100.00%	0.00%
Age	16-29	29.05%	18.60%	0.00%
	30-59	36.05%	71.43%	0.00%
	60+	8.68%	9.88%	0.00%
	Not Recorded	0.00%	0.09%	0.00%
	Total	73.78%	100.00%	0.00%
Sexual Orientation	Heterosexual	not available	78.13%	0.00%
	LGB	not available	3.46%	0.00%
	Not Recorded	not available	18.40%	0.00%
	Total	not available	100.00%	0.00%

Pay Grade Figures by Protected Characteristic - April 2021 to March 2022

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%	77.37%	0.02%	15.44%	7.81%	6.58%	20.40%	12.32%	8.22%	2.01%	0.66%	0.35%	0.08%	0.01%	0.06%	0.04%	2.23%	0.11%	0.41%	0.51%
	Male	48.00%	22.63%	0.02%	5.24%	1.98%	1.59%	3.31%	2.57%	1.93%	0.69%	0.39%	0.22%	0.06%	0.00%	0.11%	0.05%	3.34%	0.04%	0.28%	0.76%
	Not Recorded	0.00%	0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Total	100.00%	100.00%	0.04%	20.68%	9.79%	8.17%	23.70%	14.89%	10.15%	2.69%	1.05%	0.57%	0.14%	0.01%	0.17%	0.09%	5.57%	0.15%	0.70%	1.27%
Disability	No	not available	77.56%	0.00%	15.70%	6.87%	5.83%	19.07%	12.22%	8.01%	2.23%	0.87%	0.45%	0.10%	0.00%	0.15%	0.07%	4.00%	0.12%	0.52%	1.20%
	Yes	not available	3.89%	0.02%	1.10%	0.41%	0.30%	1.10%	0.52%	0.27%	0.06%	0.02%	0.01%	0.00%	0.00%	0.00%	0.00%	0.04%	0.01%	0.00%	0.03%
	Not Recorded	not available	18.55%	0.02%	3.88%	2.51%	2.04%	3.54%	2.14%	1.88%	0.40%	0.15%	0.11%	0.04%	0.01%	0.02%	0.02%	1.52%	0.02%	0.18%	0.04%
	Total	not available	100.00%	0.04%	20.68%	9.79%	8.17%	23.71%	14.89%	10.15%	2.69%	1.05%	0.57%	0.14%	0.01%	0.17%	0.09%	5.57%	0.15%	0.70%	1.27%
Ethnic Origin	BME	14.70%	11.18%	0.00%	1.80%	0.60%	0.56%	4.52%	1.00%	0.41%	0.14%	0.01%	0.00%	0.01%	0.00%	0.01%	0.00%	1.24%	0.05%	0.21%	0.59%
	White	85.60%	87.17%	0.04%	18.60%	9.00%	7.48%	18.86%	13.61%	9.57%	2.51%	1.02%	0.56%	0.12%	0.01%	0.15%	0.09%	4.21%	0.07%	0.48%	0.64%
	Not Recorded	0.00%	1.65%	0.00%	0.28%	0.19%	0.13%	0.32%	0.28%	0.16%	0.04%	0.02%	0.01%	0.01%	0.00%	0.01%	0.01%	0.12%	0.02%	0.01%	0.03%
	Total	100.00%	100.00%	0.04%	20.68%	9.79%	8.17%	23.71%	14.89%	10.15%	2.69%	1.05%	0.57%	0.14%	0.01%	0.17%	0.09%	5.57%	0.15%	0.70%	1.26%
Religious Belief	Christianity	56.40%	46.34%	0.02%	9.01%	4.37%	3.38%	12.00%	7.36%	5.36%	1.28%	0.50%	0.30%	0.03%	0.01%	0.04%	0.06%	1.88%	0.06%	0.28%	0.34%
	Islam	6.30%	1.98%	0.00%	0.35%	0.12%	0.15%	0.38%	0.14%	0.11%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.32%	0.02%	0.06%	0.30%
	No Religious Belief	28.40%	18.56%	0.00%	3.33%	1.42%	1.42%	4.82%	3.20%	1.94%	0.61%	0.19%	0.09%	0.04%	0.00%	0.04%	0.02%	0.97%	0.03%	0.09%	0.32%
	Other	2.60%	10.02%	0.01%	2.72%	1.04%	0.97%	2.13%	1.26%	0.72%	0.25%	0.10%	0.02%	0.01%	0.00%	0.02%	0.00%	0.51%	0.01%	0.07%	0.19%
	Not Recorded	6.30%	23.10%	0.01%	5.27%	2.84%	2.25%	4.38%	2.94%	2.03%	0.54%	0.27%	0.15%	0.06%	0.00%	0.07%	0.02%	1.89%	0.03%	0.19%	0.12%
Total	100.00%	100.00%	0.04%	20.68%	9.79%	8.17%	23.71%	14.89%	10.15%	2.69%	1.05%	0.57%	0.14%	0.01%	0.17%	0.09%	5.57%	0.15%	0.70%	1.27%	
Age	16-29	29.05%	18.60%	0.02%	4.44%	1.38%	1.54%	7.51%	2.31%	0.71%	0.07%	0.02%	0.01%	0.00%	0.00%	0.06%	0.00%	0.00%	0.14%	0.04%	0.37%
	30-59	36.05%	71.43%	0.02%	12.61%	6.76%	5.95%	14.60%	11.70%	8.76%	2.55%	1.00%	0.53%	0.12%	0.01%	0.10%	0.09%	5.08%	0.01%	0.59%	0.90%
	60+	8.68%	9.88%	0.01%	3.61%	1.65%	0.69%	1.59%	0.88%	0.69%	0.07%	0.03%	0.04%	0.02%	0.00%	0.01%	0.01%	0.49%	0.00%	0.07%	0.00%
	Not Recorded	0.00%	0.09%	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%	100.00%	0.04%	20.66%	9.79%	8.17%	23.70%	14.89%	10.16%	2.70%	1.05%	0.57%	0.14%	0.01%	0.17%	0.09%	5.57%	0.15%	0.70%	1.27%
Sexual Orientation	Heterosexual	not available	78.13%	0.02%	15.82%	7.28%	5.95%	19.13%	12.40%	8.15%	2.25%	0.82%	0.42%	0.09%	0.01%	0.11%	0.06%	3.74%	0.12%	0.50%	1.15%
	LGB	not available	3.46%	0.01%	0.75%	0.25%	0.27%	0.97%	0.51%	0.37%	0.10%	0.03%	0.01%	0.00%	0.00%	0.01%	0.01%	0.11%	0.01%	0.02%	0.04%
	Not Recorded	not available	18.40%	0.01%	4.11%	2.26%	1.96%	3.60%	1.98%	1.63%	0.34%	0.20%	0.14%	0.04%	0.00%	0.07%	0.02%	1.72%	0.02%	0.19%	0.07%
	Total	not available	100.00%	0.04%	20.68%	9.79%	8.17%	23.71%	14.89%	10.15%	2.69%	1.05%	0.57%	0.14%	0.01%	0.17%	0.09%	5.57%	0.15%	0.70%	1.27%

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