

Staff in Post Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic	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	75.00%	81.39%	73.46%	81.17%	55.10%	62.42%	44.87%	91.82%	84.62%
	Male	25.00%	18.61%	26.54%	18.83%	44.90%	37.58%	55.13%	8.18%	15.38%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Disability	No	88.22%	83.18%	83.54%	89.00%	77.04%	84.30%	85.36%	89.18%	88.46%
	Yes	3.99%	6.27%	5.51%	4.43%	5.47%	2.01%	1.44%	3.16%	11.54%
	Not Recorded	7.79%	10.55%	10.95%	6.57%	17.49%	13.69%	13.21%	7.66%	0.00%
	Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Ethnic Origin	BME	11.05%	14.10%	8.60%	7.67%	12.69%	10.07%	31.23%	25.77%	15.38%
	White	87.50%	84.61%	90.42%	91.93%	85.62%	88.32%	65.97%	73.14%	84.62%
	Not Recorded	1.45%	1.29%	0.98%	0.40%	1.69%	1.61%	2.80%	1.08%	0.00%
	Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
Religious Belief	Christianity	42.39%	46.40%	45.38%	45.09%	42.47%	35.70%	32.74%	57.02%	38.46%
	Islam	3.62%	2.82%	2.28%	1.58%	1.15%	1.48%	11.63%	1.39%	3.85%
	No Religious Belief	28.99%	18.87%	22.78%	30.06%	14.38%	32.21%	21.18%	19.16%	26.92%
	Other	9.78%	13.27%	11.02%	8.94%	14.31%	7.92%	11.99%	9.99%	19.23%
Age	Not Recorded	15.22%	18.64%	18.53%	14.32%	27.68%	22.68%	22.47%	12.44%	11.54%
	Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
	16-29	14.86%	22.62%	14.04%	22.63%	13.77%	17.32%	5.24%	23.04%	42.31%
	30-59	79.89%	64.18%	71.78%	73.58%	59.01%	76.24%	85.28%	70.04%	57.69%
Sexual Orientation	60+	5.25%	13.20%	14.18%	3.80%	27.21%	6.44%	9.48%	6.92%	0.00%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%
	Heterosexual	86.23%	83.71%	83.22%	86.16%	78.33%	78.12%	77.82%	86.83%	92.31%
Sexual Orientation	LGB	5.43%	4.71%	5.30%	5.46%	1.82%	5.37%	3.23%	4.50%	7.69%
	Not Recorded	8.33%	11.58%	11.48%	8.39%	19.85%	16.51%	18.95%	8.67%	0.00%
	Grand Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

Staff in Post Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic	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	414	2454	2093	1026	816	465	625	5084	22
	Male	138	561	756	238	665	280	768	453	4
	Not Recorded	0	0	0	0	0	0	0	0	0
	Grand Total	552	3015	2849	1264	1481	745	1393	5537	12999
Disability	No	487	2508	2380	1125	1141	628	1189	4938	23
	Yes	22	189	157	56	81	15	20	175	3
	Not Recorded	43	318	312	83	259	102	184	424	0
	Grand Total	552	3015	2849	1264	1481	745	1393	5537	16862
Ethnic Origin	BME	61	425	245	97	188	75	435	1427	4
	White	483	2551	2576	1162	1268	658	919	4050	22
	Not Recorded	8	39	28	5	25	12	39	60	0
	Grand Total	552	3015	2849	1264	1481	745	1393	5537	16862
Religious Belief	Christianity	234	1399	1293	570	629	266	456	3157	10
	Islam	20	85	65	20	17	11	162	77	1
	No Religious Belief	160	569	649	380	213	240	295	1061	7
	Other	54	400	314	113	212	59	167	553	5
Age	Not Recorded	84	562	528	181	410	169	313	689	3
	Grand Total	552	3015	2849	1264	1481	745	1393	5537	16862
	16-29	82	682	400	286	204	129	73	1276	11
	30-59	441	1935	2045	930	874	568	1188	3878	15
Sexual Orientation	60+	29	398	404	48	403	48	132	383	0
	Not Recorded	0	0	0	0	0	0	0	0	0
	Grand Total	552	3015	2849	1264	1481	745	1393	5537	16862
	Heterosexual	476	2524	2371	1089	1160	582	1084	4808	24
Sexual Orientation	LGB	30	142	151	69	27	40	45	249	2
	Not Recorded	46	349	327	106	294	123	264	480	0
	Grand Total	552	3015	2849	1264	1481	745	1393	5537	16862

Recruitment (Non-Medical) Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	% of all Applicants	% of all Shortlisted	% of all Appointed
Gender	Female	77.09%	57.70%	66.54%	72.82%
	Male	22.91%	41.88%	32.80%	26.69%
	Not Recorded	0.00%	0.42%	0.66%	0.49%
	Grand Total	100%	100%	100%	100%
Disability	No	85.51%	93.22%	87.17%	83.43%
	Yes	4.26%	5.13%	8.70%	7.95%
	Not Recorded	10.23%	1.66%	4.13%	8.62%
	Grand Total	100%	100%	100%	100%
Ethnic Origin	BME	17.54%	69.91%	38.91%	25.14%
	White	81.18%	28.33%	57.83%	67.71%
	Not Recorded	1.28%	1.76%	3.26%	7.14%
	Grand Total	100%	100%	100%	100%
Religious Belief	Christianity	47.53%	44.74%	44.64%	41.47%
	Islam	2.72%	18.05%	8.83%	5.62%
	No Religious Belief	21.20%	0.00%	0.00%	0.00%
	Other	11.13%	30.19%	35.72%	37.66%
	Not Recorded	17.43%	7.02%	10.80%	15.25%
	Grand Total	100%	100%	100%	100%
Age	16-29	18.64%	47.49%	39.67%	41.57%
	30-59	70.42%	51.34%	57.26%	54.48%
	60+	10.94%	1.15%	3.02%	3.95%
	Not Recorded	0.00%	0.01%	0.05%	0.00%
	Grand Total	100%	100%	100%	100%
Sexual Orientation	Heterosexual	83.73%	91.54%	86.79%	82.35%
	LGB	4.48%	4.99%	7.71%	7.95%
	Not Recorded	11.80%	3.47%	5.50%	9.70%
	Grand Total	100%	100%	100%	100%

Appraisal Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	% of all Appraisals Completed for Eligible Staff
Gender	Female	77.09%	76.67%
	Male	22.91%	76.64%
	Not Recorded	0.00%	0.00%
	Total	100%	76.66%
Disability	No	85.51%	76.43%
	Yes	4.26%	70.36%
	Not Recorded	10.23%	81.09%
	Total	100%	76.66%
Ethnic Origin	BME	17.54%	73.00%
	White	81.18%	77.51%
	Not Recorded	1.28%	71.96%
	Total	100%	76.66%
Religious Belief	Christianity	47.53%	77.14%
	Islam	2.72%	65.67%
	No Religious Belief	21.20%	74.10%
	Other	11.13%	77.58%
	Not Recorded	17.43%	79.52%
	Total	100%	76.66%
Age	16-29	18.64%	65.35%
	30-59	70.42%	78.73%
	60+	10.94%	82.04%
	Not Recorded	0.00%	0.00%
	Total	100%	76.66%
Sexual Orientation	Heterosexual	83.73%	76.19%
	LGB	4.48%	70.79%
	Not Recorded	11.80%	82.10%
	Total	100%	76.66%

Disciplinary & Capability Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% 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	77%	65.38%	71.43%	90.91%
	Male	23%	34.62%	28.57%	9.09%
	Not Recorded	0%	0.00%	0.00%	0.00%
	Total	100%	100%	100%	100%
Disability	No	86%	81.73%	100.00%	72.73%
	Yes	4%	6.73%	0.00%	0.00%
	Not Recorded	10%	11.54%	0.00%	27.27%
	Total	100%	100%	100%	100%
Ethnic Origin	BME	18%	25.00%	14.29%	0.00%
	White	81%	73.08%	85.71%	90.91%
	Not Recorded	1%	1.92%	0.00%	9.09%
	Total	100%	100%	100%	100%
Religious Belief	Christianity	48%	51.92%	57.14%	45.45%
	Islam	3%	1.92%	0.00%	0.00%
	No Religious Belief	21%	14.42%	0.00%	0.00%
	Other	11%	14.42%	42.86%	27.27%
	Not Recorded	17%	17.31%	0.00%	27.27%
	Total	100%	100%	100%	100%
Age	16-29	19%	16.35%	0.00%	0.00%
	30-59	70%	75.00%	100.00%	72.73%
	60+	11%	8.65%	0.00%	27.27%
	Not Recorded	0%	0.00%	0.00%	0.00%
	Total	100%	100%	100%	100%
Sexual Orientation	Heterosexual	84%	82.69%	100.00%	72.73%
	LGB	4%	4.81%	0.00%	0.00%
	Not Recorded	12%	12.50%	0.00%	27.27%
	Total	100%	100%	100%	100%

Harassment & Grievance Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	% of staff in post reporting Harassment	% of staff in post registering a Grievance
Gender	Female	77.09%	0.05%	0.15%
	Male	22.91%	0.26%	0.18%
	Not Recorded	0.00%	0.00%	0.00%
	Total	100%	0.09%	0.15%
Disability	No	85.51%	0.09%	0.13%
	Yes	4.26%	0.14%	0.00%
	Not Recorded	10.23%	0.12%	0.41%
	Total	100%	0.09%	0.15%
Ethnic Origin	BME	17.54%	0.13%	0.06%
	White	81.18%	0.08%	0.16%
	Not Recorded	1.28%	4.76%	9.52%
	Total	100%	0.09%	0.15%
Religious Belief	Christianity	47.53%	0.09%	0.12%
	Islam	2.72%	0.00%	0.00%
	No Religious Belief	21.20%	0.11%	0.17%
	Other	11.13%	0.11%	0.32%
	Not Recorded	17.43%	0.10%	0.14%
	Total	100%	0.09%	0.15%
Age	16-29	18.64%	0.00%	0.03%
	30-59	70.42%	0.11%	0.15%
	60+	10.94%	0.16%	0.38%
	Not Recorded	0.00%	0.00%	0.00%
	Total	100%	0.09%	0.15%
Sexual Orientation	Heterosexual	83.73%	0.09%	0.14%
	LGB	4.48%	0.26%	0.13%
	Not Recorded	11.80%	0.05%	0.25%
	Total	100%	0.09%	0.15%

Harassment & Grievance Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	% of staff in post reporting Harassment	% of staff in post registering a Grievance
Gender	Female	12999	6	19
	Male	3863	10	7
	Not Recorded	0	0	0
	Total	16862	16	26

Disability	No	14419	13	19
	Yes	718	1	0
	Not Recorded	1725	2	7
	Total	16862	16	26
Ethnic Origin	BME	2957	4	2
	White	13689	11	22
	Not Recorded	216	1	2
	Total	16862	16	26
Religious Belief	Christianity	8014	7	10
	Islam	458	0	0
	No Religious Belief	3574	4	6
	Other	1877	2	6
	Not Recorded	2939	3	4
	Total	16862	16	26
Age	16-29	3143	0	1
	30-59	11874	13	18
	60+	1845	3	7
	Not Recorded	0	0	0
	Total	16862	16	26
Sexual Orientation	Heterosexual	14118	13	20
	LGB	755	2	1
	Not Recorded	1989	1	5
	Total	16862	16	26

Flexible Working Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	% of all Staff in Protected Characteristic that were accepted	% of all Staff in Protected Characteristic that were rejected	% of all Staff in Protected Characteristic that applied
Gender	Female	77.09%	8.47%	0.04%	8.51%
	Male	22.91%	5.41%	0.13%	5.54%
	Not Recorded	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	7.77%	0.06%	7.83%
Disability	No	85.51%	7.52%	0.06%	7.59%
	Yes	4.26%	18.25%	0.14%	18.38%
	Not Recorded	10.23%	5.45%	0.00%	5.45%
	Total	100.00%	7.77%	0.06%	7.83%
Ethnic Origin	BME	17.54%	4.67%	0.07%	4.73%
	White	81.18%	8.50%	0.06%	8.55%
	Not Recorded	1.28%	4.17%	0.00%	4.17%
	Total	100.00%	7.77%	0.06%	7.83%
Religious Belief	Christianity	47.53%	8.09%	0.04%	8.12%
	Islam	2.72%	7.21%	0.22%	7.42%
	No Religious Belief	21.20%	7.61%	0.06%	7.67%
	Other	11.13%	11.93%	0.11%	12.04%
	Not Recorded	17.43%	4.53%	0.07%	4.59%
	Total	100.00%	7.77%	0.06%	7.83%
Age	16-29	18.64%	5.31%	0.00%	5.31%
	30-59	70.42%	7.74%	0.05%	7.79%
	60+	10.94%	12.14%	0.22%	12.36%
	Not Recorded	0.00%	0.00%	0.00%	0.00%
	Total	100.00%	7.77%	0.06%	7.83%
Sexual Orientation	Heterosexual	83.73%	7.91%	0.06%	7.98%
	LGB	4.48%	6.75%	0.13%	6.89%
	Not Recorded	11.80%	7.14%	0.00%	7.14%
	Total	100.00%	7.77%	0.06%	7.83%

Leaver Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic	% 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	77.09%	77.35%	55.26%	83.26%	74.44%	78.26%
	Male	22.91%	22.65%	44.74%	16.74%	25.56%	21.74%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	100%	100%	100%	100%	100%	100%
Disability	No	85.51%	85.01%	94.08%	54.94%	62.41%	76.81%
	Yes	4.26%	9.06%	4.61%	3.43%	6.02%	8.70%
	Not Recorded	10.23%	5.93%	1.32%	41.63%	31.58%	14.49%
	Total	100%	100%	100%	100%	100%	100%
Ethnic Origin	BME	17.54%	21.57%	45.39%	1.29%	6.77%	4.35%
	White	81.18%	77.24%	54.61%	97.42%	89.47%	94.20%
	Not Recorded	1.28%	1.19%	0.00%	1.29%	3.76%	1.45%
	Total	100%	100%	100%	100%	100%	100%
Religious Belief	Christianity	47.53%	41.96%	30.92%	45.49%	57.14%	52.17%
	Islam	2.72%	5.83%	20.39%	0.00%	0.75%	0.00%
	No Religious Belief	21.20%	24.92%	23.03%	6.01%	3.01%	17.39%
	Other	11.13%	13.92%	17.11%	4.72%	6.77%	15.94%
	Not Recorded	17.43%	13.38%	8.55%	43.78%	32.33%	14.49%
	Total	100%	100%	100%	100%	100%	100%
Age	16-29	18.64%	32.04%	28.29%	0.00%	0.00%	7.25%
	30-59	70.42%	60.84%	69.08%	24.89%	36.84%	69.57%
	60+	10.94%	7.12%	2.63%	75.11%	63.16%	23.19%
	Not Recorded	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Total	100%	100%	100%	100%	100%	100%
Sexual Orientation	Heterosexual	83.73%	86.84%	93.42%	59.23%	73.68%	81.16%
	LGB	4.48%	6.15%	3.95%	0.43%	0.00%	7.25%
	Not Recorded	11.80%	7.01%	2.63%	40.34%	26.32%	11.59%
	Total	100%	100%	100%	100%	100%	100%

Full & Part Time Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	% of part time staff
Gender	Female	77.09%	43.55%
	Male	22.91%	18.79%
	Not Recorded	0.00%	0.00%
	Total	100%	100.00%
Disability	No	85.51%	35.31%
	Yes	4.26%	37.33%
	Not Recorded	10.23%	59.54%
	Total	100%	100.00%
Ethnic Origin	BME	17.54%	19.45%
	White	81.18%	41.92%
	Not Recorded	1.28%	34.26%
	Total	100%	100.00%
Religious Belief	Christianity	47.53%	38.37%
	Islam	2.72%	28.17%
	No Religious Belief	21.20%	30.47%
	Other	11.13%	35.22%
	Not Recorded	17.43%	48.76%
	Total	100%	100.00%
Age	16-29	18.64%	16.86%
	30-59	70.42%	38.49%
	60+	10.94%	69.76%
	Not Recorded	0.00%	0.00%
	Total	100%	100.00%
Sexual Orientation	Heterosexual	83.73%	36.92%
	LGB	4.48%	19.87%
	Not Recorded	11.80%	51.53%
	Total	100%	100.00%

Full & Part Time Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		Staff in Post	Part time staff
Gender	Female	12999	5661
	Male	3863	726
	Not Recorded	0	0
	Total	16862	6387

Disability	No	14419	5092
	Yes	718	268
	Not Recorded	1725	1027
	Total	16862	6387
Ethnic Origin	BME	2957	575
	White	13689	5738
	Not Recorded	216	74
	Total	16862	6387
Religious Belief	Christianity	8014	3075
	Islam	458	129
	No Religious Belief	3574	1089
	Other	1877	661
	Not Recorded	2939	1433
	Total	16862	6387
Age	16-29	3143	530
	30-59	11874	4570
	60+	1845	1287
	Not Recorded	0	0
	Total	16862	6387
Sexual Orientation	Heterosexual	14118	5212
	LGB	755	150
	Not Recorded	1989	1025
	Total	16862	6387

### Maternity, Paternity & Adoption F1

Protected Characteristic		% Staff in Post	% taking Adoption Leave
Gender	Female	77.09%	100.00%
	Male	22.91%	0.00%
	Not Recorded	0.00%	0.00%
	Grand Total	100%	100%
Disability	No	85.51%	87.50%
	Yes	4.26%	12.50%
	Not Recorded	10.23%	0.00%
	Grand Total	100%	100%
Ethnic Origin	BME	17.54%	12.50%
	White	81.18%	87.50%
	Not Recorded	1.28%	0.00%
	Grand Total	100%	100%
Religious Belief	Christianity	47.53%	50.00%
	Islam	2.72%	0.00%
	No Religious Belief	21.20%	37.50%
	Not Recorded	11.13%	12.50%
	Other	17.43%	0.00%
	Grand Total	100%	100%
Age	16-29	18.64%	0.00%
	30-59	70.42%	100.00%
	60+	10.94%	0.00%
	Not Recorded	0.00%	0.00%
	Grand Total	100%	100%
Sexual Orientation	Heterosexual	83.73%	87.50%
	LGB	4.48%	12.50%
	Not Recorded	11.80%	0.00%
	Grand Total	100%	100%

### Maternity, Paternity & Adoption F1

Protected Characteristic		Staff in Post	taking Adoption Leave
Gender	Female	12999	8
	Male	3863	0
	Not Recorded	0	0
	Grand Total	16862	8
Disability	No	14419	7
	Yes	718	1
	Not Recorded	1725	0

	Grand Total	16862	8
<b>Ethnic Origin</b>	BME	2957	1
	White	13689	7
	Not Recorded	216	0
	Grand Total	16862	8
<b>Religious Belief</b>	Christianity	8014	4
	Islam	458	0
	No Religious Belief	3574	3
	Not Recorded	1877	1
	Other	2939	0
	Grand Total	16862	8
<b>Age</b>	16-29	3143	0
	30-59	11874	8
	60+	1845	0
	Not Recorded	0	0
	Grand Total	16862	8
<b>Sexual Orientation</b>	Heterosexual	14118	7
	LGB	755	1
	Not Recorded	1989	0
	Grand Total	16862	8

gures by Protected Characteristic - April 2024 to March 2025

% taking Maternity Leave	% taking Paternity Leave (Adoption)	% taking Paternity Leave (Birth)
99.91%	0.00%	6.45%
0.09%	100.00%	93.55%
0.00%	0.00%	0.00%
100%	100%	100%
94.62%	100.00%	91.40%
3.97%	0.00%	6.45%
1.42%	0.00%	2.15%
100%	100%	100%
18.04%	0.00%	29.03%
81.11%	100.00%	68.82%
0.85%	0.00%	2.15%
100%	100%	100%
47.31%	0.00%	37.63%
5.57%	0.00%	8.60%
25.78%	0.00%	34.41%
9.73%	100.00%	11.83%
11.61%	0.00%	7.53%
100%	100%	100%
20.77%	0.00%	9.68%
79.23%	100.00%	90.32%
0.00%	0.00%	0.00%
0.00%	0.00%	0.00%
100%	100%	100%
95.66%	0.00%	90.32%
2.17%	0.00%	4.30%
2.17%	100.00%	5.38%
100%	100%	100%

gures by Protected Characteristic - April 2024 to March 2025

taking Maternity Leave	taking Paternity Leave (Adoption)	taking Paternity Leave (Birth)
1058	0	6
1	1	87
0	0	0
1059	1	93
1002	1	85
42	0	6
15	0	2

1059	1	93
191	0	27
859	1	64
9	0	2
1059	1	93
501	0	35
59	0	8
273	0	32
103	1	11
123	0	7
1059	1	93
220	0	9
839	1	84
0	0	0
0	0	0
1059	1	93
1013	0	84
23	0	4
23	1	5
1059	1	93

% taking Shared Parental Leave (Birth)	
100.00%	
0.00%	
0.00%	
100%	
100.00%	
0.00%	
0.00%	
100%	
0.00%	
100.00%	
0.00%	
100%	
0.00%	
0.00%	
0.00%	
100.00%	
0.00%	
100%	
0.00%	
100.00%	
0.00%	
100%	
0.00%	
100.00%	
0.00%	
100%	

taking Shared Parental Leave (Birth)	
3	
0	
0	
3	
3	
0	
0	

3
0
3
0
3
0
0
0
3
0
3
0
0
3
0
3
0
3

Pay Grade Figures by Protected Characteristic - April 2024 to March 2025

Protected Characteristic		% Staff in Post	1	2	3	4	5	6	7	8a	8b	8c	8d	9	Ad-Hoc	Ad-hoc or VSM	Consultant	Medical non-consultant career grade	Non-Consultant	SAS	Trainee
Gender	Female	77.09%	0.02%	12.31%	15.20%	7.85%	27.27%	16.22%	11.31%	2.97%	0.98%	0.41%	0.08%	0.08%	0.06%	0.11%	3.29%	0.85%	0.32%	0.21%	0.37%
	Male	22.91%	0.05%	17.65%	13.23%	5.85%	14.96%	11.75%	8.98%	3.42%	1.84%	0.96%	0.28%	0.10%	0.72%	0.28%	15.20%	2.87%	0.88%	0.26%	0.26%
	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	100%	0.03%	13.53%	14.75%	7.39%	24.45%	15.20%	10.78%	3.07%	1.18%	0.53%	0.12%	0.09%	0.21%	0.15%	6.02%	1.31%	0.45%	0.22%	0.34%
Disability	No	85.51%	0.00%	12.37%	14.45%	6.88%	25.14%	15.87%	11.23%	3.19%	1.24%	0.53%	0.12%	0.10%	0.25%	0.17%	5.80%	1.48%	0.40%	0.25%	0.34%
	Yes	4.26%	0.56%	23.68%	18.94%	9.19%	22.98%	12.81%	5.57%	1.67%	0.42%	0.14%	0.00%	0.14%	0.00%	0.14%	2.09%	0.56%	0.14%	0.00%	0.97%
	Not Recorded	10.23%	0.06%	19.07%	15.54%	10.90%	19.30%	10.55%	9.16%	2.67%	0.99%	0.75%	0.23%	0.00%	0.00%	0.00%	9.45%	0.17%	0.99%	0.06%	0.12%
	Total	100%	0.03%	13.53%	14.75%	7.39%	24.45%	15.20%	10.78%	3.07%	1.18%	0.53%	0.12%	0.09%	0.21%	0.15%	6.02%	1.31%	0.45%	0.22%	0.34%
Ethnic Origin	BME	17.54%	0.00%	9.91%	12.31%	3.15%	45.45%	9.33%	3.48%	0.85%	0.17%	0.00%	0.03%	0.03%	0.00%	0.00%	8.79%	4.02%	0.61%	0.61%	0.57%
	White	81.18%	0.04%	14.29%	15.37%	8.32%	19.93%	16.49%	12.39%	3.54%	1.41%	0.65%	0.15%	0.10%	0.26%	0.18%	5.30%	0.72%	0.39%	0.13%	0.29%
	Not Recorded	1.28%	0.00%	15.28%	8.80%	6.48%	23.61%	13.89%	8.33%	4.17%	0.46%	0.46%	0.00%	0.00%	0.46%	0.00%	13.43%	1.85%	1.85%	0.46%	0.46%
	Total	100%	0.03%	13.53%	14.75%	7.39%	24.45%	15.20%	10.78%	3.07%	1.18%	0.53%	0.12%	0.09%	0.21%	0.15%	6.02%	1.31%	0.45%	0.22%	0.34%
Religious Belief	Christianity	47.53%	0.04%	13.04%	14.40%	6.98%	26.80%	15.51%	12.05%	3.03%	1.09%	0.52%	0.12%	0.12%	0.20%	0.22%	4.40%	0.60%	0.41%	0.15%	0.29%
	Islam	2.72%	0.00%	12.01%	13.76%	5.24%	20.74%	6.11%	3.71%	0.87%	0.00%	0.00%	0.00%	0.44%	0.00%	0.00%	16.81%	12.23%	1.31%	1.75%	1.75%
	No Religious Belief	21.20%	0.00%	9.82%	12.73%	6.99%	24.57%	18.63%	12.20%	3.89%	1.43%	0.67%	0.11%	0.03%	0.36%	0.08%	6.04%	1.65%	0.17%	0.20%	0.31%
	Other	11.13%	0.05%	16.30%	18.06%	7.73%	24.93%	12.57%	7.25%	2.45%	0.96%	0.27%	0.05%	0.05%	0.11%	0.05%	5.65%	2.13%	0.48%	0.37%	0.32%
	Not Recorded	17.43%	0.03%	17.86%	16.20%	9.12%	18.17%	13.27%	8.91%	2.93%	1.46%	0.65%	0.20%	0.03%	0.17%	0.10%	8.95%	0.61%	0.75%	0.10%	0.34%
	Total	100%	0.03%	13.53%	14.75%	7.39%	24.45%	15.20%	10.78%	3.07%	1.18%	0.53%	0.12%	0.09%	0.21%	0.15%	6.02%	1.31%	0.45%	0.22%	0.34%
Age	16-29	18.64%	0.06%	13.36%	15.05%	6.52%	44.26%	13.36%	3.69%	0.41%	0.06%	0.00%	0.00%	0.00%	0.45%	0.00%	0.00%	2.26%	0.03%	0.03%	0.45%
	30-59	70.42%	0.03%	11.04%	13.70%	7.61%	20.85%	16.39%	13.27%	4.03%	1.57%	0.67%	0.18%	0.10%	0.18%	0.19%	7.59%	1.26%	0.51%	0.30%	0.32%
	60+	10.94%	0.00%	29.85%	20.98%	7.43%	13.88%	10.68%	6.78%	1.46%	0.60%	0.54%	0.00%	0.16%	0.05%	0.16%	6.18%	0.00%	0.81%	0.00%	0.33%
	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	100%	0.03%	13.53%	14.75%	7.39%	24.45%	15.20%	10.78%	3.07%	1.18%	0.53%	0.12%	0.09%	0.21%	0.15%	6.02%	1.31%	0.45%	0.22%	0.34%
Sexual Orientation	Heterosexual	83.73%	0.02%	13.08%	14.76%	6.97%	24.83%	15.75%	11.16%	3.19%	1.20%	0.49%	0.11%	0.11%	0.22%	0.16%	5.40%	1.38%	0.38%	0.24%	0.38%
	LGB	4.48%	0.13%	9.80%	15.36%	7.28%	29.80%	15.23%	10.07%	3.71%	0.79%	0.79%	0.00%	0.00%	0.26%	0.26%	4.11%	1.46%	0.26%	0.00%	0.53%
	Not Recorded	11.80%	0.05%	18.20%	14.43%	10.41%	19.76%	11.26%	8.30%	2.01%	1.21%	0.75%	0.25%	0.00%	0.15%	0.00%	11.16%	0.75%	1.06%	0.15%	0.05%
	Total	100%	0.03%	13.53%	14.75%	7.39%	24.45%	15.20%	10.78%	3.07%	1.18%	0.53%	0.12%	0.09%	0.21%	0.15%	6.02%	1.31%	0.45%	0.22%	0.34%

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

Trust Grade
0.08%
0.44%
0.00%
0.17%
0.19%
0.00%
0.00%
0.17%
0.68%
0.06%
0.00%
0.17%
0.01%
3.28%
0.11%
0.21%
0.14%
0.17%
0.00%
0.22%
0.11%
0.00%
0.17%
0.18%
0.13%
0.05%
0.17%