

Staff in Post Diversity Profile

Data Point 01 April 2010

<u>Gender</u>	Apr-10	
	Head Count	%
Male	1841	23.04%
Female	6149	76.96%
TOTAL	7990	100.00%

<u>Ethnicity</u>	Apr-10	
	Head Count	%
A White - British	6221	77.86%
B White - Irish	105	1.31%
C White - Any other White background	377	4.72%
D Mixed - White & Black Caribbean	23	0.29%
E Mixed - White & Black African	21	0.26%
F Mixed - White & Asian	19	0.24%
G Mixed - Any other mixed background	42	0.53%
H Asian or Asian British - Indian	371	4.64%
J Asian or Asian British - Pakistani	50	0.63%
K Asian or Asian British - Bangladeshi	10	0.13%
L Asian or Asian British - Any other Asian background	185	2.32%
M Black or Black British - Caribbean	126	1.58%
N Black or Black British - African	262	3.28%
P Black or Black British - Any other Black background	29	0.36%
R Chinese	47	0.59%
S Any Other Ethnic Group	101	1.26%
Z Not Stated	1	0.01%
TOTAL	7990	100.00%

<u>Disability</u>	Apr-10	
	Head Count	%
No	1294	16.20%
Not Declared	2	0.03%
Undefined	6625	82.92%
Yes	69	0.86%
TOTAL	7990	100.00%

<u>Age Profile</u>	Apr-10	
	Head Count	%
16 - 20	111	1.39%
21 - 25	661	8.27%
26 - 30	1150	14.39%
31 - 35	1199	15.01%
36 - 40	1078	13.49%
41 - 45	991	12.40%
46 - 50	934	11.69%
51 - 55	894	11.19%
56 - 60	598	7.48%
61 - 65	286	3.58%
Age Over 65	88	1.10%
TOTAL	7990	100.00%

01 January 2010 - 31 March
2010

Leaver Profile - Voluntary

<u>Gender</u>	Head Count	%
Male	61	32.80%
Female	125	67.20%
TOTAL	186	100.00%

<u>Ethnicity</u>	Head Count	%
A White - British	130	69.89%
B White - Irish	2	1.08%
C White - Any other White background	13	6.99%
D Mixed - White & Black Caribbean	1	0.54%
E Mixed - White & Black African	1	0.54%
F Mixed - White & Asian	1	0.54%
G Mixed - Any other mixed background	3	1.61%
H Asian or Asian British - Indian	8	4.30%
J Asian or Asian British - Pakistani	4	2.15%
K Asian or Asian British - Bangladeshi	0	0.00%
L Asian or Asian British - Any other Asian background	3	1.61%
M Black or Black British - Caribbean	1	0.54%
N Black or Black British - African	10	5.38%
P Black or Black British - Any other Black background	0	0.00%
R Chinese	3	1.61%
S Any Other Ethnic Group	6	3.23%
Z Not Stated	0	0.00%
TOTAL	186	100.00%

<u>Disability</u>	Head Count	%
No	52	27.96%
Not Declared	0	0.00%
Undefined	131	70.43%
Yes	3	1.61%
TOTAL	186	100.00%

<u>Age Profile</u>	Head Count	%
16 - 20	5	2.69%
21 - 25	24	12.90%
26 - 30	44	23.66%
31 - 35	34	18.28%
36 - 40	32	17.20%
41 - 45	16	8.60%
46 - 50	11	5.91%
51 - 55	4	2.15%
56 - 60	12	6.45%
61 - 65	4	2.15%
Age Over 65	0	0.00%
TOTAL	186	100.00%

Promotion Profile 01 January 2010 - 31 March 2010

01 January 2010 - 31 March 2010

<u>Gender</u>	Head Count	%
Male	7	15.91%
Female	37	84.09%
TOTAL	44	100.00%

Ethnicity	Head Count	%
A White - British	34	77.27%
B White - Irish	1	2.27%
C White - Any other White background	4	9.09%
D Mixed - White & Black Caribbean	0	0.00%
E Mixed - White & Black African	0	0.00%
F Mixed - White & Asian	1	2.27%
G Mixed - Any other mixed background	0	0.00%
H Asian or Asian British - Indian	0	0.00%
J Asian or Asian British - Pakistani	0	0.00%
K Asian or Asian British - Bangladeshi	0	0.00%
L Asian or Asian British - Any other Asian background	3	6.82%
M Black or Black British - Caribbean	0	0.00%
N Black or Black British - African	0	0.00%
P Black or Black British - Any other Black background	0	0.00%
R Chinese	1	2.27%
S Any Other Ethnic Group	0	0.00%
Z Not Stated	0	0.00%
TOTAL	44	100.00%

Disability	Head Count	%
No	12	27.27%
Not Declared	0	0.00%
Undefined	30	68.18%
Yes	2	4.55%
TOTAL	44	100.00%

Age Profile	Head Count	%
16 - 20	0	0.00%
21 - 25	8	18.18%
26 - 30	10	22.73%
31 - 35	6	13.64%
36 - 40	4	9.09%
41 - 45	6	13.64%
46 - 50	4	9.09%
51 - 55	1	2.27%
56 - 60	2	4.55%
61 - 65	3	6.82%
Age Over 65	0	0.00%
TOTAL	44	100.00%

AFC Banding

AFC Banding - Gender	Apr-10	
	Head Count	%
Band 1	318	4.58%
Band 2	176	2.53%
Band 3	106	1.53%
Band 4	109	1.57%
Band 5	189	2.72%
Band 6	175	2.52%
Band 7	129	1.86%
Band 8 and above	106	1.53%
Male - Total	1308	18.83%
Band 1	396	5.70%
Band 2	821	11.82%
Band 3	663	9.54%
Band 4	486	6.99%

Band 5	1572	22.63%
Band 6	798	11.49%
Band 7	663	9.54%
Band 8 and above	241	3.47%
Female - Total	5640	81.17%
TOTAL	6948	100.00%

AFC Banding - Ethnicity	Apr-10	
	Head Count	%
Band 1	420	6.04%
Band 2	804	11.57%
Band 3	661	9.51%
Band 4	546	7.86%
Band 5	1202	17.30%
Band 6	827	11.90%
Band 7	724	10.42%
Band 8 and above	313	4.50%
A White - British - Total	5497	79.12%
Band 1	8	0.12%
Band 2	9	0.13%
Band 3	10	0.14%
Band 4	5	0.07%
Band 5	18	0.26%
Band 6	14	0.20%
Band 7	14	0.20%
Band 8 and above	5	0.07%
B White - Irish - Total	83	1.19%
Band 1	38	0.55%
Band 2	47	0.68%
Band 3	29	0.42%
Band 4	17	0.24%
Band 5	79	1.14%
Band 6	41	0.59%
Band 7	27	0.39%
Band 8 and above	11	0.16%
C White - Any other White background - Total	289	4.16%
Band 1	5	0.07%
Band 2	4	0.06%
Band 3	6	0.09%
Band 4	2	0.03%
Band 5	2	0.03%
Band 6	1	0.01%
Band 7	2	0.03%
Band 8 and above	1	0.01%
D Mixed - White & Black Caribbean - Total	23	0.33%
Band 1	4	0.06%
Band 2	2	0.03%
Band 3	0	0.00%
Band 4	2	0.03%
Band 5	5	0.07%
Band 6	1	0.01%
Band 7	1	0.01%
Band 8 and above	1	0.01%
E Mixed - White & Black African - Total	16	0.23%
Band 1	1	0.01%
Band 2	0	0.00%
Band 3	1	0.01%
Band 4	1	0.01%
Band 5	5	0.07%

Band 6	5	0.07%
Band 7	2	0.03%
Band 8 and above	1	0.01%
F Mixed - White & Asian - Total	16	0.23%
Band 1	4	0.06%
Band 2	4	0.06%
Band 3	6	0.09%
Band 4	1	0.01%
Band 5	9	0.13%
Band 6	5	0.07%
Band 7	1	0.01%
Band 8 and above	3	0.04%
G Mixed - Any other mixed background - Total	33	0.47%
Band 1	7	0.10%
Band 2	20	0.29%
Band 3	16	0.23%
Band 4	5	0.07%
Band 5	210	3.02%
Band 6	20	0.29%
Band 7	2	0.03%
Band 8 and above	3	0.04%
H Asian or Asian British - Indian - Total	283	4.07%
Band 1	3	0.04%
Band 2	4	0.06%
Band 3	2	0.03%
Band 4	2	0.03%
Band 5	8	0.12%
Band 6	7	0.10%
Band 7	1	0.01%
Band 8 and above	0	0.00%
J Asian or Asian British - Pakistani - Total	27	0.39%
Band 1	1	0.01%
Band 2	4	0.06%
Band 3	0	0.00%
Band 4	0	0.00%
Band 5	3	0.04%
Band 6	0	0.00%
Band 7	0	0.00%
Band 8 and above	0	0.00%
K Asian or Asian British - Bangladeshi - Total	8	0.12%
Band 1	20	0.29%
Band 2	13	0.19%
Band 3	6	0.09%
Band 4	2	0.03%
Band 5	102	1.47%
Band 6	12	0.17%
Band 7	3	0.04%
Band 8 and above	3	0.04%
L Asian or Asian British - Any other Asian background - Total	161	2.32%
Band 1	32	0.46%
Band 2	36	0.52%
Band 3	18	0.26%
Band 4	6	0.09%
Band 5	10	0.14%
Band 6	15	0.22%
Band 7	5	0.07%
Band 8 and above	2	0.03%
M Black or Black British - Caribbean - Total	124	1.78%
Band 1	138	1.99%

Band 2	33	0.47%
Band 3	8	0.12%
Band 4	0	0.00%
Band 5	62	0.89%
Band 6	8	0.12%
Band 7	3	0.04%
Band 8 and above	0	0.00%
N Black or Black British - African - Total	252	3.63%
Band 1	12	0.17%
Band 2	6	0.09%
Band 3	2	0.03%
Band 4	0	0.00%
Band 5	2	0.03%
Band 6	3	0.04%
Band 7	0	0.00%
Band 8 and above	2	0.03%
P Black or Black British - Any other Black background - Total	27	0.39%
Band 1	2	0.03%
Band 2	5	0.07%
Band 3	2	0.03%
Band 4	3	0.04%
Band 5	14	0.20%
Band 6	3	0.04%
Band 7	5	0.07%
Band 8 and above	1	0.01%
R Chinese - Total	35	0.50%
Band 1	19	0.27%
Band 2	6	0.09%
Band 3	2	0.03%
Band 4	3	0.04%
Band 5	30	0.43%
Band 6	10	0.14%
Band 7	2	0.03%
Band 8 and above	1	0.01%
S Any Other Ethnic Group - Total	73	1.05%
Band 1	0	0.00%
Band 2	0	0.00%
Band 3	0	0.00%
Band 4	0	0.00%
Band 5	0	0.00%
Band 6	1	0.01%
Band 7	0	0.00%
Band 8 and above	0	0.00%
Z Not Stated - Total	1	0.01%
TOTAL	6948	100.00%

<u>Gender</u>	Head Count	%
Male	83	31.56%
Female	180	68.44%
TOTAL	263	100.00%

<u>Ethnicity</u>	Head Count	%
A White - British	182	69.20%
B White - Irish	3	1.14%
C White - Any other White background	18	6.84%
D Mixed - White & Black Caribbean	1	0.38%
E Mixed - White & Black African	1	0.38%
F Mixed - White & Asian	1	0.38%
G Mixed - Any other mixed background	4	1.52%
H Asian or Asian British - Indian	14	5.32%
J Asian or Asian British - Pakistani	6	2.28%
K Asian or Asian British - Bangladeshi	1	0.38%
L Asian or Asian British - Any other Asian background	5	1.90%
M Black or Black British - Caribbean	1	0.38%
N Black or Black British - African	15	5.70%
P Black or Black British - Any other Black background	1	0.38%
R Chinese	3	1.14%
S Any Other Ethnic Group	6	2.28%
Z Not Stated	1	0.38%
TOTAL	263	100.00%

<u>Disability</u>	Head Count	%
No	59	22.43%
Not Declared	0	0.00%
Undefined	200	76.05%
Yes	4	1.52%
TOTAL	263	100.00%

<u>Age Profile</u>	Head Count	%
16 - 20	5	1.90%
21 - 25	25	9.51%
26 - 30	53	20.15%
31 - 35	50	19.01%
36 - 40	42	15.97%
41 - 45	20	7.60%
46 - 50	13	4.94%
51 - 55	6	2.28%
56 - 60	30	11.41%
61 - 65	15	5.70%
Age Over 65	4	1.52%
TOTAL	263	100.00%

