



# Human Resources

## Equality & Diversity Monitoring Information

April 2013 to September 2013

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## 1. National Population Statistics for Communities served by the Trust (Taken from Office for National Statistics)

1.1 Population by Ethnic Group (2011 National Census)					
	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
<b>WHITE</b>	95.3%	93.6%	96.0%	97.4%	66.6%
<b>MIXED</b>	0.3%	0.2%	0.1%	0.1%	1.8%
<b>ASIAN</b>	1.5%	2.1%	0.9%	0.4%	17.1%
<b>BLACK</b>	0.5%	0.4%	0.1%	0.1%	8.6%
<b>OTHER</b>	0.2%	0.3%	0.1%	0.1%	3.1%

1.2 Population by Age (2011 National Census)					
AGE RANGE	Doncaster	Rotherham	North Lincolnshire	North East Lincolnshire	Manchester
<b>15 - 19</b>	8.4%	8.5%	8.1%	8.7%	9.9%
<b>20 - 24</b>	8.6%	8.0%	7.6%	8.9%	17.2%
<b>25 - 29</b>	9.0%	8.1%	8.0%	8.5%	14.6%
<b>30 - 34</b>	7.9%	7.5%	7.3%	7.4%	11.6%
<b>35 - 39</b>	8.4%	8.4%	8.2%	8.3%	8.8%
<b>40 - 44</b>	9.6%	10.2%	10.0%	9.6%	8.4%
<b>45 - 49</b>	10.1%	10.2%	10.4%	10.2%	7.4%
<b>50 - 54</b>	9.3%	9.4%	9.3%	9.1%	6.2%
<b>55 - 59</b>	8.2%	8.2%	8.8%	8.1%	5.0%
<b>60 - 64</b>	8.4%	8.7%	9.2%	8.7%	4.7%
<b>65 - 69</b>	6.5%	7.2%	7.2%	6.6%	3.4%
<b>70 - 74</b>	5.5%	5.8%	5.8%	5.9%	3.0%

1.3 Population by Gender (2011 National Census)					
<b>GENDER</b>	<b>Doncaster</b>	<b>Rotherham</b>	<b>North Lincolnshire</b>	<b>North East Lincolnshire</b>	<b>Manchester</b>
<b>MALE</b>	49.3%	49.1%	49.3%	49.0%	50.2%
<b>FEMALE</b>	50.7%	50.9%	50.7%	51.0%	49.8%

1.4 Population by Disability* (2011 National Census) * classified as daily activities limited by a disability					
	<b>Doncaster</b>	<b>Rotherham</b>	<b>North Lincolnshire</b>	<b>North East Lincolnshire</b>	<b>Manchester</b>
<b>Daily activities limited by a Disability</b>	21.7%	22.0%	19.3%	19.5%	17.8%

1.5 Population by Religion (2011 National Census)					
<b>Religion</b>	<b>Doncaster</b>	<b>Rotherham</b>	<b>North Lincolnshire</b>	<b>North East Lincolnshire</b>	<b>Manchester</b>
<b>Christian</b>	65.9%	66.5%	66.0%	60.7%	48.7%
<b>Buddhist</b>	0.2%	0.2%	0.2%	0.2%	0.8%
<b>Hindu</b>	0.3%	0.2%	0.3%	0.2%	1.1%
<b>Jewish</b>	0.0%	0.0%	0.0%	0.0%	0.5%
<b>Muslim</b>	1.7%	3.7%	1.8%	0.8%	15.8%
<b>Sikh</b>	0.4%	0.1%	0.3%	0.1%	0.5%
<b>Other</b>	0.3%	0.2%	0.2%	0.3%	0.4%
<b>None</b>	24.4%	22.5%	24.0%	30.4%	25.3%
<b>Not Stated</b>	6.9%	6.6%	7.1%	7.2%	6.9%

## 2. Employees

### 2.1 Staff in Post by Ethnic Origin as at 30 Sep 2013

<b>Headcount</b>				
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Total %</b>
<b>WHITE</b>	<b>637</b>	<b>2,814</b>	<b>3,451</b>	<b>90.79%</b>
White – British	613	2,769	3,382	88.98%
White – Irish	9	9	18	0.47%
White – Any other White Background	15	36	51	1.34%
<b>MIXED</b>	<b>4</b>	<b>17</b>	<b>21</b>	<b>0.55%</b>
Mixed – White & Black Caribbean	1	6	7	0.18%
Mixed – White & Black African	0	2	2	0.05%
Mixed – White & Asian	1	6	7	0.18%
Mixed – Any other mixed background	2	3	5	0.13%
<b>ASIAN</b>	<b>28</b>	<b>43</b>	<b>71</b>	<b>1.87%</b>
Asian or Asian British – Indian	16	17	33	0.87%
Asian or Asian British – Pakistani	6	13	19	0.50%
Asian or Asian British – Bangladeshi	1	2	3	0.08%
Asian or Asian British – Any other Asian background	5	11	16	0.42%
<b>BLACK</b>	<b>16</b>	<b>24</b>	<b>40</b>	<b>1.05%</b>
Black or Black British – Caribbean	5	12	17	0.45%
Black or Black British – African	10	11	21	0.55%
Black or Black British – Any other Black background	1	1	2	0.05%
<b>OTHER</b>	<b>5</b>	<b>4</b>	<b>9</b>	<b>0.24%</b>
Chinese	1	1	2	0.05%
Any other Ethnic Group	4	3	7	0.18%
<b>NOT KNOWN</b>	<b>38</b>	<b>171</b>	<b>209</b>	<b>5.50%</b>
Not Stated	38	171	209	5.50%
<b>TOTAL</b>	<b>728</b>	<b>3,073</b>	<b>3,801</b>	<b>100.00%</b>

### 2.2 Staff in Post by Age as at 30 Sep 2013

<b>Headcount</b>		
<b>Age Range</b>	<b>Total</b>	<b>Total %</b>
<b>16 – 20</b>	10	0.26%
<b>21 – 25</b>	148	3.89%
<b>26 – 30</b>	348	9.16%
<b>31 – 35</b>	365	9.60%
<b>36 – 40</b>	410	10.79%
<b>41 – 45</b>	521	13.71%
<b>46 – 50</b>	677	17.81%
<b>51 – 55</b>	688	18.10%
<b>56 – 60</b>	417	10.97%
<b>61 - 65</b>	186	4.89%
<b>66 - 70</b>	28	0.74%
<b>71 and above</b>	3	0.08%
<b>Total</b>	<b>3,801</b>	<b>100%</b>

### 2.3 Staff in Post by Gender as at 30 Sep 2013

Headcount		
Gender	Total	Total %
Female	3073	80.85%
Male	728	19.15%
<b>Total</b>	<b>3,801</b>	<b>100%</b>

### 2.4 Staff in Post by Disability as at 30 Sep 2013

Headcount		
Disability	Total	Total %
Yes	136	3.58%
No	1910	50.25%
Not Declared	1728	45.46%
Unknown	27	0.71%
<b>Total</b>	<b>3801</b>	<b>100%</b>

### 2.5 Staff in Post Sexual Orientation as at 30 Sep 2013

Headcount		
Sexual Orientation	Total	Total %
Lesbian	11	0.29%
Gay	13	0.34%
Heterosexual	1983	52.17%
Bi-Sexual	4	0.11%
Undisclosed	1777	46.75%
Undefined	13	0.34%
<b>Total</b>	<b>3801</b>	<b>100%</b>

### 2.6 Staff in Post by Religious Belief as at 30 Sep 2013

Headcount		
Religious Belief	Total	Total %
Atheism	267	7.0%
Buddhism	14	0.3%
Christianity	1463	38.5%
Hinduism	15	0.4%
Islam	15	0.4%
Judaism	2	0%
Sikhism	6	0%
Other	217	5.7%
Undisclosed	1789	47.0%
Undefined	13	0.3%
<b>Total</b>	<b>3801</b>	<b>100%</b>

### **3. New Starters**

<b>3.1 New Starters by Ethnic Group – 1 Apr 2013 - 30 Sep 2013</b>		
<b>Headcount</b>		
<b>Ethnicity</b>	<b>Total</b>	<b>Total %</b>
<b>WHITE</b>	<b>174</b>	<b>87.44%</b>
White – British	170	85.43%
White – Irish	2	1.01%
White – Any other White Background	2	1.01%
<b>MIXED</b>	<b>1</b>	<b>0.50%</b>
Mixed – White & Black Caribbean	0	0.00%
Mixed – White and Black African	0	0.00%
Mixed – White & Asian	0	0.00%
Mixed – Any other mixed background	1	0.50%
<b>ASIAN</b>	<b>13</b>	<b>6.53%</b>
Asian or Asian British – Indian	4	2.01%
Asian or Asian British – Pakistani	4	2.01%
Asian or Asian British – Bangladeshi	2	1.01%
Asian or Asian British – Any other Asian background	3	1.51%
<b>BLACK</b>	<b>3</b>	<b>1.51%</b>
Black or Black British – Caribbean	1	0.50%
Black or Black British – African	2	1.01%
Black or Black British – Any other Black background	0	0.00%
<b>OTHER</b>	<b>1</b>	<b>0.50%</b>
Chinese	1	0.50%
Any other Ethnic Group	0	0.00%
<b>NOT KNOWN</b>	<b>7</b>	<b>3.52%</b>
Not Stated	7	3.52%
<b>TOTAL</b>	<b>199</b>	<b>100%</b>

<b>3.2 New Starters by Age – 1 Apr 2013 - 30 Sep 2013</b>		
<b>Headcount</b>		
<b>Age Range</b>	<b>Total</b>	<b>Total %</b>
<b>16 – 20</b>	<b>4</b>	<b>2%</b>
<b>21 – 25</b>	<b>38</b>	<b>19%</b>
<b>26 – 30</b>	<b>31</b>	<b>16%</b>
<b>31 – 35</b>	<b>17</b>	<b>9%</b>
<b>36 – 40</b>	<b>23</b>	<b>12%</b>
<b>41 – 45</b>	<b>16</b>	<b>8%</b>
<b>46 – 50</b>	<b>12</b>	<b>6%</b>
<b>51 – 55</b>	<b>26</b>	<b>13%</b>
<b>56 – 60</b>	<b>29</b>	<b>15%</b>
<b>61 – 65</b>	<b>3</b>	<b>2%</b>
<b>66+</b>	<b>0</b>	<b>0%</b>
<b>Total</b>	<b>199</b>	<b>100%</b>



### 3.3 New Starters by Gender – 1 Apr 2013 - 30 Sep 2013

<b>Headcount</b>		
Gender	<b>Total</b>	<b>Total %</b>
<b>Female</b>	162	81%
<b>Male</b>	37	19%
<b>Total</b>	<b>199</b>	<b>100%</b>

### 3.4 New Starters by Disability – 1 Apr 31 - 30 Sep 2013

<b>Headcount</b>		
Disability	<b>Total</b>	<b>Total %</b>
<b>Yes</b>	8	4.02%
<b>No</b>	123	61.81%
<b>Not Declared</b>	2	1.01%
<b>Unknown</b>	66	33.17%
<b>Total</b>	<b>199</b>	<b>100%</b>

### 3.5 New Starters by Sexual Orientation 1 Apr 13 - 30 Sep 2013

<b>Headcount</b>		
Sexual Orientation	<b>Total</b>	<b>Total %</b>
<b>Lesbian</b>	2	1.01%
<b>Gay</b>	0	0.00%
<b>Heterosexual</b>	140	70.35%
<b>Bi-Sexual</b>	0	0.00%
<b>Undisclosed</b>	45	22.61%
<b>Undefined</b>	12	6.03%
<b>Total</b>	<b>199</b>	<b>100%</b>

### 3.6 New Starters by Religious Belief 1 Apr 13 - 30 Sep 2013

<b>Headcount</b>		
Religious Belief	<b>Total</b>	<b>Total %</b>
<b>Atheism</b>	24	12.06%
<b>Buddhism</b>	2	1.01%
<b>Christianity</b>	93	46.73%
<b>Hinduism</b>	2	1.01%
<b>Islam</b>	1	0.50%
<b>Judaism</b>	2	1.01%
<b>Sikhism</b>	0	0.00%
<b>Other</b>	15	7.54%
<b>Undisclosed</b>	59	29.65%
<b>Undefined</b>	1	0.50%
<b>Total</b>	<b>199</b>	<b>100%</b>

## 4. Leavers

4.1 Leavers by Ethnic Group – (1 Apr 2013 to 30 Sep 2013)		
Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>215</b>	<b>88.84%</b>
White – British	209	86.36%
White – Irish	4	1.65%
White – Any other White Background	2	0.83%
<b>MIXED</b>	<b>1</b>	<b>0.41%</b>
Mixed – White & Black Caribbean	0	0.00%
Mixed – White & Asian	0	0.00%
Mixed – Any other mixed background	1	0.41%
<b>ASIAN</b>	<b>6</b>	<b>2.48%</b>
Asian or Asian British – Indian	3	1.24%
Asian or Asian British - Pakistani	2	0.83%
Asian or Asian British – Bangladeshi	0	0.00%
Asian or Asian British – Any other Asian background	1	0.41%
<b>BLACK</b>	<b>4</b>	<b>1.65%</b>
Black or Black British – Caribbean	2	0.83%
Black or Black British – African	2	0.83%
Black or Black British – Any other Black background	0	0.00%
<b>OTHER</b>	<b>4</b>	<b>1.65%</b>
Any other Ethnic Group	4	1.65%
<b>NOT KNOWN</b>	<b>12</b>	<b>4.96%</b>
Not Stated	12	4.96%
<b>TOTAL</b>	<b>242</b>	<b>100%</b>

4.2 Leavers by Age – (1 Apr 2013 to 30 Sep 2013)		
Headcount		
Age Range	Total	Total %
<b>16 – 20</b>	<b>1</b>	<b>0.5%</b>
<b>21 – 25</b>	<b>14</b>	<b>7.0%</b>
<b>26 – 30</b>	<b>22</b>	<b>11.0%</b>
<b>31 – 35</b>	<b>16</b>	<b>8.0%</b>
<b>36 – 40</b>	<b>14</b>	<b>7.0%</b>
<b>41 – 45</b>	<b>24</b>	<b>11.5%</b>
<b>46 – 50</b>	<b>26</b>	<b>12.5%</b>
<b>51 – 55</b>	<b>33</b>	<b>16.0%</b>
<b>56 – 60</b>	<b>27</b>	<b>13.0%</b>
<b>61 - 65</b>	<b>25</b>	<b>12.0%</b>
<b>65+</b>	<b>2</b>	<b>1.0%</b>
Total	<b>204</b>	<b>100%</b>

#### 4.3 Leavers by Gender – (1 Apr 2013 to 30 Sep 2013)

Headcount		
Gender	Total	Total %
<b>Female</b>	158	77.5%
<b>Male</b>	46	22.5%
<b>Total</b>	<b>204</b>	<b>100%</b>

#### 4.4 Leavers by Disability – (1 Apr 2013 to 30 Sep 2013)

Headcount		
Disability	Total	Total %
<b>Yes</b>	8	4.0%
<b>No</b>	117	57.5%
<b>Not Declared</b>	41	20.0%
<b>Unknown</b>	38	18.5%
<b>Total</b>	<b>204</b>	<b>100%</b>

#### 4.5 Leavers by Sexual Orientation (1 Apr 2013 - 30 Sep 2013)

Headcount		
Sexual Orientation	Total	Total %
<b>Lesbian</b>	1	0.5%
<b>Gay</b>	1	0.5%
<b>Heterosexual</b>	120	59.0%
<b>Bi Sexual</b>	1	0.5%
<b>Undisclosed</b>	52	25.5%
<b>Undefined</b>	29	14%
<b>Total</b>	<b>204</b>	<b>100%</b>

#### 4.6 Leavers by Religious Belief (1 Apr 2013 - 30 Sep 2013)

Headcount		
Religious Belief	Total	Total %
<b>Atheism</b>	21	10.0%
<b>Buddhism</b>	2	1.0%
<b>Christianity</b>	81	40.0%
<b>Hinduism</b>	2	1.0%
<b>Islam</b>	1	0.5%
<b>Judaism</b>	0	0%
<b>Sikhism</b>	0	0%
<b>Other</b>	13	6.5%
<b>Undisclosed</b>	56	27.0%
<b>Undefined</b>	28	14.0%
<b>Total</b>	<b>204</b>	<b>100%</b>

## 5. Applicants

### 5.1 Applications and Shortlisted Candidates by Ethnic Origin (1 Apr 2013 – 30 Sep 2013)

Headcount				
Ethnicity	Apps	%	Shortlisted	%
<b>WHITE</b>	<b>6222</b>	<b>83.23%</b>	<b>1759</b>	<b>84.28%</b>
White – British	5929	79.31%	1691	81.03%
White – Irish	54	0.72%	20	0.96%
White – Any other White Background	239	3.20%	48	2.30%
<b>MIXED</b>	<b>90</b>	<b>1.20%</b>	<b>24</b>	<b>1.15%</b>
Mixed – White & Black Caribbean	17	0.23%	4	0.19%
Mixed – White & Black African	21	0.28%	7	0.34%
Mixed – White & Asian	18	0.24%	4	0.19%
Mixed – Any other mixed background	34	0.45%	9	0.43%
<b>ASIAN</b>	<b>484</b>	<b>6.47%</b>	<b>150</b>	<b>7.19%</b>
Asian or Asian British – Indian	237	3.17%	93	4.46%
Asian or Asian British – Pakistani	155	2.07%	31	1.49%
Asian or Asian British – Bangladeshi	35	0.47%	8	0.38%
Asian or Asian British – Other Asian background	57	0.76%	18	0.86%
<b>BLACK</b>	<b>582</b>	<b>7.78%</b>	<b>125</b>	<b>5.99%</b>
Black or Black British – Caribbean	64	0.86%	16	0.77%
Black or Black British – African	503	6.73%	105	5.03%
Black or Black British – Other Black background	15	0.20%	4	0.19%
<b>OTHER</b>	<b>57</b>	<b>0.76%</b>	<b>21</b>	<b>1.01%</b>
Chinese	4	0.05%	1	0.05%
Any other Ethnic Group	53	0.71%	20	0.96%
<b>NOT KNOWN</b>	<b>41</b>	<b>0.55%</b>	<b>8</b>	<b>0.38%</b>
Undisclosed	41	0.55%	8	0.38%
<b>TOTAL</b>	<b>7476</b>	<b>100%</b>	<b>2087</b>	<b>100%</b>

### 5.2 Applications and Shortlisted Candidates by Age (1 Apr 2013 – 30 Sep 2013)

Headcount				
Age Range	Applications	%	Shortlisted	%
<b>16 – 19</b>	268	3.58%	37	1.77%
<b>20 - 24</b>	1758	23.52%	360	17.25%
<b>25 – 29</b>	1420	18.99%	398	19.07%
<b>30 – 34</b>	1005	13.44%	284	13.61%
<b>35 – 39</b>	760	10.17%	223	10.69%
<b>40 – 44</b>	763	10.21%	235	11.26%
<b>45 – 49</b>	618	8.27%	218	10.45%
<b>50 – 54</b>	613	8.20%	233	11.16%
<b>55 – 59</b>	228	3.05%	84	4.02%
<b>60 - 64</b>	38	0.51%	13	0.62%
<b>65 +</b>	5	0.07%	2	0.10%
<b>Undisclosed</b>	0	0.00%	0	0.00%
Total	<b>7476</b>	<b>100%</b>	<b>2087</b>	<b>100%</b>

### 5.3 Applications and Shortlisted Candidates by Gender (1 Apr 2013 – 30 Sep 2013)

<b>Headcount</b>				
Gender	<b>Applications</b>	<b>%</b>	<b>Shortlisted</b>	<b>%</b>
<b>Female</b>	5818	77.8%	1609	77.1%
<b>Male</b>	1655	22.1%	476	22.8%
<b>Undisclosed</b>	3	0.0%	2	0.1%
<b>Total</b>	<b>7476</b>	<b>100%</b>	<b>2087</b>	<b>100%</b>

### 5.4 Applications and Shortlisted Candidates by Disability (1 Apr 2013 – 30 Sep 2013)

<b>Headcount</b>				
Disability	<b>Applications</b>	<b>%</b>	<b>Shortlisted</b>	<b>%</b>
<b>Yes</b>	355	4.75%	99	4.74%
<b>No</b>	7072	94.60%	1977	94.73%
<b>Undisclosed</b>	49	0.66%	11	0.53%
<b>Total</b>	<b>7476</b>	<b>100%</b>	<b>2087</b>	<b>100%</b>

### 5.5 Applications and Shortlisted Candidates by Sexual Orientation (1 Apr 2013 - 30 Sep 2013)

<b>Headcount</b>				
Sexual Orientation	<b>Applications</b>	<b>%</b>	<b>Shortlisted</b>	<b>%</b>
<b>Lesbian</b>	83	1%	19	1%
<b>Gay</b>	52	1%	9	0%
<b>Bisexual</b>	71	1%	24	1%
<b>Heterosexual</b>	6875	92%	1908	91%
<b>Undisclosed</b>	395	5%	127	6%
<b>Total</b>	<b>7476</b>	<b>100%</b>	<b>2087</b>	<b>100%</b>

### 5.6 Applications and Shortlisted Candidates by Religious Belief (1 Apr 2013 - 30 Sep 2013)

<b>Headcount</b>				
Religious Belief	<b>Applications</b>	<b>%</b>	<b>Shortlisted</b>	<b>%</b>
<b>Atheism</b>	1082	14%	288	14%
<b>Buddhism</b>	28	0%	14	1%
<b>Christianity</b>	4330	58%	1238	59%
<b>Hinduism</b>	126	2%	60	3%
<b>Islam</b>	243	3%	48	2%
<b>Judaism</b>	1	0%	1	0%
<b>Sikhism</b>	22	0%	7	0%
<b>Other</b>	1000	13%	241	12%
<b>Undisclosed</b>	644	9%	190	9%
<b>Total</b>	<b>7476</b>	<b>100%</b>	<b>2087</b>	<b>100%</b>

## 6. Training

### 6.1 Staff Accessing Training by Ethnic Origin 1 Apr 2013 – 30 Sep 2013

Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>20,611</b>	<b>90.99%</b>
White – British	20,272	89.49%
White – Irish	70	0.31%
White – Any other White Background	269	1.19%
<b>MIXED</b>	<b>96</b>	<b>0.42%</b>
Mixed – White & Black Caribbean	29	0.13%
Mixed – White & Black African	10	0.04%
Mixed – White & Asian	41	0.18%
Mixed – Any other mixed background	16	0.07%
<b>ASIAN</b>	<b>486</b>	<b>2.15%</b>
Asian or Asian British – Indian	244	1.08%
Asian or Asian British - Pakistani	108	0.48%
Asian or Asian British – Bangladeshi	8	0.04%
Asian or Asian British – Any other Asian background	126	0.56%
<b>BLACK</b>	<b>254</b>	<b>1.12%</b>
Black or Black British – Caribbean	79	0.35%
Black or Black British – African	163	0.72%
Black or Black British – Any other Black background	12	0.05%
<b>OTHER</b>	<b>33</b>	<b>0.15%</b>
Chinese	7	0.03%
Any other Ethnic Group	26	0.11%
<b>NOT KNOWN</b>	<b>1,172</b>	<b>5.17%</b>
Not Stated	1,172	5.17%
<b>TOTAL</b>	<b>22,652</b>	<b>100%</b>

### 6.2 Staff Accessing Training by Age 1 Apr 2013 – 30 Sep 2013

Headcount		
Age Range	Total	Total %
<b>16 - 20</b>	171	0.75%
<b>21 - 25</b>	1,691	7.47%
<b>26 - 30</b>	2,176	9.61%
<b>31 - 35</b>	2,263	9.99%
<b>36 - 40</b>	2,638	11.65%
<b>41 - 45</b>	2,960	13.07%
<b>46 - 50</b>	3,825	16.89%
<b>51 - 55</b>	3,703	16.35%
<b>56 - 60</b>	2,205	9.73%
<b>61 - 65</b>	801	3.54%
<b>66+</b>	219	0.97%
<b>Undefined</b>		0.00%
<b>TOTAL</b>	<b>22,652</b>	<b>100%</b>

6.3 Staff Accessing Training by Gender 1 Apr 2013 – 30 Sep 2013		
Headcount		
Gender	Total	Total %
<b>Female</b>	18,710	82.60%
<b>Male</b>	3,942	17.40%
<b>TOTAL</b>	<b>22,652</b>	<b>100.00%</b>

6.4 Staff Accessing Training by Disability 1 Apr 2013 - 30 Sep 2013		
Headcount		
Disability	Total	Total %
<b>Yes</b>	781	3.45%
<b>No</b>	12553	55.42%
<b>Not Declared</b>	2097	9.26%
<b>Unknown</b>	7221	31.88%
<b>Total</b>	<b>22,652</b>	<b>100%</b>

6.5 Staff Accessing Training by Sexual Orientation 1 Apr 2013 - 30 Sep 2013		
Headcount		
Sexual Orientation	Total	Total %
<b>Lesbian</b>	98	0%
<b>Gay</b>	59	0%
<b>Heterosexual</b>	13385	59%
<b>Bi-Sexual</b>	27	0%
<b>Undisclosed</b>	9019	40%
<b>Undefined</b>	64	0%
<b>Total</b>	<b>22,652</b>	<b>100%</b>

6.6 Staff Accessing Training by Religious Belief 1 Apr 2013 - 30 Sep 2013		
Headcount		
Religious Belief	Total	Total %
<b>Atheism</b>	1896	8%
<b>Buddhism</b>	78	0%
<b>Christianity</b>	9838	43%
<b>Hinduism</b>	112	0%
<b>Islam</b>	68	0%
<b>Judaism</b>	8	0%
<b>Sikhism</b>	31	0%
<b>Other</b>	1359	6%
<b>Undisclosed</b>	9198	41%
<b>Undefined</b>	64	0%
<b>Total</b>	<b>22,652</b>	<b>100%</b>

## 7. Pay (Agenda for Change)

### 7.1 Pay Bands by Ethnic Origin as at 30 September 2013

Ethnicity	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
<b>WHITE</b>	<b>171</b>	<b>718</b>	<b>495</b>	<b>264</b>	<b>661</b>	<b>655</b>	<b>293</b>	<b>103</b>	<b>28</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>60</b>
White – British	171	711	486	264	648	634	287	100	26	21	4	1	50
White – Irish	0	2	0	0	1	5	2	1	0	1	1	0	6
White – Other	0	5	9	0	12	16	4	2	2	0	1	0	4
<b>MIXED</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
Mixed – White/Caribbean	0	1	3	0	1	2	0	0	0	0	0	0	0
Mixed – White/African	0	1	0	0	1	0	0	0	0	0	0	0	0
Mixed – White & Asian	0	1	0	1	1	0	1	1	0	0	0	0	2
Mixed – Any other mixed background	1	0	0	0	0	1	0	1	0	0	0	0	2
<b>ASIAN</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>3</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>
Asian Indian	1	1	6	1	2	2	4	0	0	0	0	0	17
Asian Pakistani	0	2	3	1	2	2	1	1	0	0	0	0	7
Asian Bangladeshi	0	1	1	0	0	0	0	0	0	0	0	0	1
Asian or Asian British – other Asian background	2	3	0	1	2	2	1	0	0	0	0	0	6
<b>BLACK</b>	<b>0</b>	<b>6</b>	<b>6</b>	<b>2</b>	<b>14</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Black Caribbean	0	1	5	2	4	2	2	1	0	0	0	0	0
Black African	0	5	1	0	9	4	1	1	0	0	0	0	0
Black or Black British – other Black background	0	0	0	0	1	1	0	0	0	0	0	0	0
<b>OTHER</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
Chinese	0	0	0	0	0	2	0	0	0	0	0	0	0
Any other Ethnic Group	0	2	0	0	1	1	0	0	0	0	0	0	3
<b>NOT KNOWN</b>	<b>12</b>	<b>55</b>	<b>27</b>	<b>10</b>	<b>32</b>	<b>35</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>
Not Stated	12	55	27	10	32	35	15	0	1	0	0	0	19
<b>TOTAL</b>	<b>187</b>	<b>791</b>	<b>541</b>	<b>280</b>	<b>717</b>	<b>709</b>	<b>318</b>	<b>108</b>	<b>29</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>117</b>
% BME	2.1%	2.3%	3.5%	2.1%	3.4%	2.7%	3.1%	4.6%	0.0%	0.0%	0.0%	0.0%	32.5%



## 7.2 Agenda for Change Pay Bands by Age 30 September 2013

Headcount													
Age Range	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
<b>16 – 20</b>	1	9	0	0	0	0	0	0	0	0	0	0	1
<b>21 - 25</b>	9	48	21	11	46	10	0	0	0	0	0	0	2
<b>26 - 30</b>	10	79	51	21	103	56	20	2	0	0	0	0	9
<b>31 – 35</b>	11	60	63	21	87	80	30	7	1	0	0	0	11
<b>36 – 40</b>	7	75	45	32	91	80	46	12	5	1	0	0	20
<b>41 – 45</b>	17	107	81	32	91	112	52	17	5	3	2	0	10
<b>46 – 50</b>	30	120	77	46	112	153	73	33	7	9	2	0	23
<b>51 – 55</b>	37	139	95	57	101	135	67	19	7	6	1	0	23
<b>56 – 60</b>	43	99	70	39	55	55	26	14	3	3	1	1	8
<b>61 - 65</b>	20	49	29	19	27	23	4	4	1	0	0	0	10
<b>66+</b>	2	6	9	2	4	5	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>187</b>	<b>791</b>	<b>541</b>	<b>280</b>	<b>717</b>	<b>709</b>	<b>318</b>	<b>108</b>	<b>29</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>117</b>

## 7.3 Agenda for Change Pay Bands by Gender 30 September 2013

Headcount													
Gender	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
<b>Female</b>	161	645	427	223	575	580	249	82	20	16	2	1	55
<b>Male</b>	26	146	114	57	142	129	69	26	9	6	4	0	62
<b>TOTAL</b>	<b>187</b>	<b>791</b>	<b>541</b>	<b>280</b>	<b>717</b>	<b>709</b>	<b>318</b>	<b>108</b>	<b>29</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>117</b>

## 7.4 Agenda for Change Pay Bands by Disability 30 September 2013

Headcount													
Disability	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
<b>Yes</b>	1	31	19	11	34	21	12	3	2	1	0	0	1
<b>No</b>	133	359	255	118	413	346	172	53	14	15	4	1	44
<b>Not Declared</b>	52	396	267	151	265	339	132	51	13	4	1	0	65
<b>Unknown</b>	1	5	0	0	5	3	2	1	0	2	1	0	7
<b>Total</b>	<b>187</b>	<b>791</b>	<b>541</b>	<b>280</b>	<b>717</b>	<b>709</b>	<b>318</b>	<b>108</b>	<b>29</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>117</b>

### 7.5 Agenda for Change Pay Bands by Sexual Orientation 30 September 2013

Headcount													
Sexual Orientation	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
<b>Lesbian</b>	0	3	3	0	1	2	1	1	0	0	0	0	0
<b>Gay</b>	0	4	1	0	2	3	0	0	0	0	0	0	2
<b>Bisexual</b>	0	0	0	0	3	0	1	0	0	0	0	0	0
<b>Heterosexual</b>	99	386	264	129	444	369	189	53	14	16	4	0	37
<b>Undisclosed</b>	88	394	273	151	266	334	127	54	15	6	2	1	7
<b>Undefined</b>	0	4	0	0	1	1	0	0	0	0	0	0	71
<b>Total</b>	<b>187</b>	<b>791</b>	<b>541</b>	<b>280</b>	<b>717</b>	<b>709</b>	<b>318</b>	<b>108</b>	<b>29</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>117</b>

### 7.6 Agenda for Change Pay Bands by Religious Belief 30 September 2013

Headcount													
Religious Belief	Bd 1	Bd 2	Bd 3	Bd 4	Bd 5	Bd 6	Bd 7	Bd 8a	Bd 8b	Bd 8c	Bd 8d	Bd 9	Other (Non AFC)
<b>Atheism</b>	10	45	33	14	58	60	23	11	2	4	1	0	7
<b>Buddhism</b>	1	0	0	0	6	3	2	0	0	0	0	0	2
<b>Christianity</b>	88	296	208	99	314	269	131	36	11	11	3	1	15
<b>Hinduism</b>	0	1	1	0	2	1	1	1	0	0	0	0	8
<b>Islam</b>	0	3	4	1	1	1	2	0	0	0	0	0	3
<b>Judaism</b>	0	0	0	0	1	1	0	0	0	0	0	0	0
<b>Sikhism</b>	1	1	1	1	1	0	1	0	0	0	0	0	0
<b>Other</b>	8	45	27	10	54	40	22	6	0	0	0	0	5
<b>Undisclosed</b>	79	396	267	155	279	333	136	54	16	7	2	0	70
<b>Undefined</b>	0	4	0	0	1	1	0	0	0	0	0	0	7
<b>Total</b>	<b>187</b>	<b>791</b>	<b>541</b>	<b>280</b>	<b>717</b>	<b>709</b>	<b>318</b>	<b>108</b>	<b>29</b>	<b>22</b>	<b>6</b>	<b>1</b>	<b>117</b>

## **8. Promotion**

<b>8.1 Promotion by Ethnicity (1 April 2013 to 30 September 2013)</b>		
<b>Ethnicity</b>	<b>Total</b>	<b>%</b>
<b>WHITE</b>	<b>24</b>	<b>100%</b>
White – British	23	96%
White – Irish	0	0%
White – Any other White Background	1	4%
<b>MIXED</b>	<b>0</b>	<b>0%</b>
Mixed – White & Black Caribbean	0	0%
Mixed – White & Black African	0	0%
Mixed – White & Asian	0	0%
Mixed – Any other mixed background	0	0%
<b>ASIAN</b>	<b>0</b>	<b>0%</b>
Asian or Asian British – Indian	0	0%
Asian or Asian British – Pakistani	0	0%
Asian or Asian British – Bangladeshi	0	0%
Asian or Asian British – Any other Asian background	0	0%
<b>BLACK</b>	<b>0</b>	<b>0%</b>
Black or Black British – Caribbean	0	0%
Black or Black British – African	0	0%
Black or Black British – Any other Black background	0	0%
<b>OTHER</b>	<b>0</b>	<b>0%</b>
Chinese	0	0%
Any other Ethnic Group	0	0%
<b>NOT KNOWN</b>	<b>0</b>	<b>0%</b>
Not Stated	0	0%
<b>TOTAL</b>	<b>24</b>	<b>100%</b>

<b>8.2 Promotion by Age (1 April 2013 to 30 September 2013)</b>		
<b>Age Band</b>	<b>TOTAL</b>	<b>%</b>
<b>16 – 20</b>	0	0%
<b>21 – 25</b>	0	0%
<b>26 – 30</b>	4	17%
<b>31 – 35</b>	2	8%
<b>36 – 40</b>	2	8%
<b>41 – 45</b>	6	25%
<b>46 – 50</b>	5	21%
<b>51 – 55</b>	3	12%
<b>56 – 60</b>	2	8%
<b>61 - 65</b>	0	0%
<b>65+</b>	0	0%
<b>Total</b>	<b>24</b>	<b>100%</b>

### 8.3 Staff Promotions by Religious Belief - 1st April 2013 - 30 September 2013

Religious Belief	Total	Total %
<b>Atheism</b>	1	4%
<b>Buddhism</b>	0	0%
<b>Christianity</b>	13	54%
<b>Hinduism</b>	0	0%
<b>Islam</b>	0	0%
<b>Judaism</b>	0	0%
<b>Other</b>	2	8%
<b>Sikhism</b>	0	0%
<b>Undefined</b>	0	0%
<b>I do not wish to disclose my religion/belief</b>	8	33%
<b>Total</b>	<b>24</b>	<b>100%</b>

### 8.4 Staff Promotions by Sexual Orientation - 1st April 2013 - 30 September 2013

Sexual Orientation	Total	Total %
<b>Bisexual</b>	0	0%
<b>Gay</b>	1	4%
<b>Heterosexual</b>	16	67%
<b>I do not wish to disclose my sexual orientation</b>	6	25%
<b>Lesbian</b>	1	4%
<b>Undefined</b>	0	0%
<b>Total</b>	<b>24</b>	<b>100%</b>

### 8.5 Staff Promotions by Disability - 1st April 2013 - 30 September 2013

Disabled	Total	Total %
<b>No</b>	14	58%
<b>Not Declared</b>	9	37%
<b>Yes</b>	1	4%
<b>Undefined</b>	0	0%
<b>Total</b>	<b>24</b>	<b>100%</b>

### 8.6 Staff Promotions by Gender - 1st April 2013 - 30 September 2013

Gender	Total	Total %
<b>Male</b>	4	17%
<b>Female</b>	20	83%
<b>Total</b>	<b>24</b>	<b>100%</b>

## 9. Employment Relations – Disciplinary Cases

9.1 Disciplinary Cases by Ethnic Origin (1 April 2013 to 30 Sep 2013)					
Ethnicity	Counselling	Improvement Notice	Written	Dismissal	No Outcome
<b>WHITE</b>	<b>1</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>2</b>
White – British	1	4	10	3	2
White – Irish	0	0	0	0	0
White – Other	0	0	0	0	0
<b>MIXED</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Mixed – White/Caribbean	0	0	0	0	0
Mixed – White/ African	0	0	0	0	0
Mixed – White & Asian	0	0	0	0	0
Mixed – Any other mixed background	0	0	0	0	0
<b>ASIAN</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
Asian Indian	0	0	0	0	0
Asian Pakistani	0	1	0	0	0
Asian Bangladeshi	0	0	0	0	0
Asian/Asian British – other Asian background	0	0	0	0	0
<b>BLACK</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Black Caribbean	0	0	0	0	0
Black African	0	0	0	0	0
Black/Black British – other Black background	0	0	0	0	0
<b>OTHER</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Chinese	0	0	0	0	0
Any other Ethnic Group	0	0	0	0	0
<b>NOT KNOWN</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Not Stated	0	0	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>

9.2 Disciplinary Cases by Age Band (1 April 2013 to 30 Sep 2013)					
Headcount	Counselling	Improvement Notice	Written	Dismissal	No Outcome
Age Range					
<b>16 - 20</b>					
<b>21 - 25</b>				1	
<b>26 - 30</b>					
<b>31 - 35</b>			2		
<b>36 - 40</b>			1		
<b>41 - 45</b>		1	1		
<b>46 - 50</b>		1	1		2
<b>51 - 55</b>	1	1	3	1	
<b>56 - 60</b>		1	2		
<b>61 - 65</b>				1	
<b>66+</b>		1			
<b>TOTAL</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>

### 9.3 Disciplinary Cases by Gender (1 April 2013 to 30 Sep 2013)

Headcount					
Gender	Counselling	Improvement Notice	Written Warning	Dismissal	No Outcome
<b>Female</b>	1	4	8	1	2
<b>Male</b>		1	2	2	
<b>Total</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>

### 9.4 Disciplinary Cases by Disability (1 April 2013 to 30 Sep 2013)

Headcount					
Disability	Counselling	Improvement Notice	Written Warning	Dismissal	No Outcome
<b>Yes</b>			1	1	1
<b>No</b>		2	6	1	
<b>Not Declared</b>	1	3	3	1	1
<b>Unknown</b>					
<b>Total</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>

### 9.5 Disciplinary Cases by Sexual Orientation (1 April 2013 to 30 Sep 2013)

Headcount					
Sexual Orientation	Counselling	Improvement Notice	Written Warning	Dismissal	No Outcome
<b>Lesbian</b>		1			
<b>Gay</b>					
<b>Heterosexual</b>		1	5	1	1
<b>Bi-Sexual</b>					
<b>Undisclosed</b>	1	3	5	1	1
<b>Undefined</b>				1	
<b>Total</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>

### 9.6 Disciplinary Cases by Religious Belief (1 April 2013 to 30 Sep 2013)

Headcount					
Religious Belief	Counselling	Improvement Notice	Written Warning	Dismissal	No Outcome
<b>Atheism</b>					
<b>Buddhism</b>					
<b>Christianity</b>		1	5	2	1
<b>Hinduism</b>					
<b>Islam</b>		1			
<b>Judaism</b>					
<b>Sikhism</b>					
<b>Other</b>		1	1		
<b>Undisclosed</b>	1	2	4	1	1
<b>Undefined</b>					
<b>Total</b>	<b>1</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>2</b>

## 10. Employment Relations - Grievances

10.1 Formal Grievances (1 April 2013 to 30 September 2013)		
Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>5</b>	<b>100.00%</b>
White – British	5	100.00%
White – Irish	0	0.00%
White – Any other White Background	0	0.00%
<b>MIXED</b>	<b>0</b>	<b>0.00%</b>
Mixed – White & Black Caribbean	0	0.00%
Mixed – White & Black African	0	0.00%
Mixed – White & Asian	0	0.00%
Mixed – Any other mixed background	0	0.00%
<b>ASIAN</b>	<b>0</b>	<b>0.00%</b>
Asian or Asian British – Indian	0	0.00%
Asian or Asian British - Pakistani	0	0.00%
Asian or Asian British – Bangladeshi	0	0.00%
Asian or Asian British – Any other Asian background	0	0.00%
<b>BLACK</b>	<b>0</b>	<b>0.00%</b>
Black or Black British – Caribbean	0	0.00%
Black or Black British – African	0	0.00%
Black or Black British – Any other Black background	0	0.00%
<b>OTHER</b>	<b>0</b>	<b>0.00%</b>
Chinese	0	0.00%
Any other Ethnic Group	0	0.00%
<b>NOT KNOWN</b>	<b>0</b>	<b>0.00%</b>
Not Stated	0	0.00%
<b>TOTAL</b>	<b>5</b>	<b>100%</b>

10.2 Formal Grievances by Age Band (1 April 2013 to 30 September 2013)		
Headcount		
Age Range	Total	Total %
<b>16 - 20</b>	0	0.00%
<b>21 - 25</b>	0	0.00%
<b>26 - 30</b>	0	0.00%
<b>31 - 35</b>	0	0.00%
<b>36 - 40</b>	0	0.00%
<b>41 - 45</b>	2	40.00%
<b>46 - 50</b>	0	0.00%
<b>51 - 55</b>	0	0.00%
<b>56 - 60</b>	2	40.00%
<b>61 - 65</b>	1	20.00%
<b>66+</b>	0	0.00%
<b>Undefined</b>	0	0.00%
<b>TOTAL</b>	<b>5</b>	<b>100%</b>

### 10.3 Formal Grievances by Gender (1 April 2013 to 30 September 2013)

Headcount		
Gender	Total	Total %
<b>Female</b>	4	80.00%
<b>Male</b>	1	20.00%
<b>TOTAL</b>	<b>5</b>	<b>100.00%</b>

### 10.4 Formal Grievances by Disability (1 April 2013 to 30 September 2013)

Headcount		
Disability	Total	Total %
<b>Yes</b>		0.00%
<b>No</b>	2	40.00%
<b>Not Declared</b>	3	60.00%
<b>Unknown</b>		0.00%
<b>Total</b>	<b>5</b>	<b>100%</b>

### 10.5 Formal Grievances by Sexual Orientation (1 April 2013 to 30 Sep 2013)

Headcount		
Sexual Orientation	Total	Total %
<b>Lesbian</b>		0%
<b>Gay</b>		0%
<b>Heterosexual</b>	2	40%
<b>Bi-Sexual</b>		0%
<b>Undisclosed</b>	3	60%
<b>Undefined</b>		0%
<b>Total</b>	<b>5</b>	<b>100%</b>

### 10.6 Formal Grievances by Religious Belief (1 April 2013 to 30 Sep 2013)

Headcount		
Religious Belief	Total	Total %
<b>Atheism</b>		0%
<b>Buddhism</b>		0%
<b>Christianity</b>	2	40%
<b>Hinduism</b>		0%
<b>Islam</b>		0%
<b>Judaism</b>		0%
<b>Sikhism</b>		0%
<b>Other</b>		0%
<b>Undisclosed</b>	3	60%
<b>Undefined</b>		0%
<b>Total</b>	<b>5</b>	<b>100%</b>



## 11. Employee Relations – Harassment

11.1 Formal Harassment by Ethnic Origin (1 April 2013 to 30 Sep 2013)		
Headcount		
Ethnicity	Total	Total %
<b>WHITE</b>	<b>4</b>	<b>80.00%</b>
White – British	4	80.00%
White – Irish	0	0.00%
White – Any other White Background	0	0.00%
<b>MIXED</b>	<b>0</b>	<b>0.00%</b>
Mixed – White & Black Caribbean	0	0.00%
Mixed – White & Black African	0	0.00%
Mixed – White & Asian	0	0.00%
Mixed – Any other mixed background	0	0.00%
<b>ASIAN</b>	<b>0</b>	<b>0.00%</b>
Asian or Asian British – Indian	0	0.00%
Asian or Asian British - Pakistani	0	0.00%
Asian or Asian British – Bangladeshi	0	0.00%
Asian or Asian British – Any other Asian background	0	0.00%
<b>BLACK</b>	<b>0</b>	<b>0.00%</b>
Black or Black British – Caribbean	0	0.00%
Black or Black British – African	0	0.00%
Black or Black British – Any other Black background	0	0.00%
<b>OTHER</b>	<b>0</b>	<b>0.00%</b>
Chinese	0	0.00%
Any other Ethnic Group	0	0.00%
<b>NOT KNOWN</b>	<b>1</b>	<b>20.00%</b>
Not Stated	1	20.00%
<b>TOTAL</b>	<b>5</b>	<b>100%</b>

11.2 Formal Harassment by Age Band (1 April 2013 to 30 September 2013)		
Headcount		
Age Range	Total	Total %
<b>16 - 20</b>	0	0.00%
<b>21 - 25</b>	0	0.00%
<b>26 - 30</b>	0	0.00%
<b>31 - 35</b>	1	20.00%
<b>36 - 40</b>	2	40.00%
<b>41 - 45</b>	1	20.00%
<b>46 - 50</b>	0	0.00%
<b>51 - 55</b>	1	20.00%
<b>56 - 60</b>	0	0.00%
<b>61 - 65</b>	0	0.00%
<b>66+</b>	0	0.00%
<b>Undefined</b>	0	0.00%
<b>TOTAL</b>	<b>5</b>	<b>100%</b>

### 11.3 Formal Harassment by Gender (1 April 2013 to 30 September 2013)

<b>Headcount</b>		
Gender	<b>Total</b>	<b>Total %</b>
<b>Female</b>	4	80.00%
<b>Male</b>	1	20.00%
<b>TOTAL</b>	<b>5</b>	<b>100.00%</b>

### 11.4 Formal Harassment by Disability (1 April 2013 to 30 September 2013)

<b>Headcount</b>		
Disability	<b>Total</b>	<b>Total %</b>
<b>Yes</b>	0	0.00%
<b>No</b>	3	60.00%
<b>Not Declared</b>	2	40.00%
<b>Unknown</b>	0	0.00%
<b>Total</b>	<b>5</b>	<b>100%</b>

### 11.5 Formal Harassment by Sexual Orientation (1 April 2013 to 30 Sep 2013)

<b>Headcount</b>		
Sexual Orientation	<b>Total</b>	<b>Total %</b>
<b>Lesbian</b>	0	0%
<b>Gay</b>	0	0%
<b>Heterosexual</b>	4	80%
<b>Bi-Sexual</b>	0	0%
<b>Undisclosed</b>	1	20%
<b>Undefined</b>	0	0%
<b>Total</b>	<b>5</b>	<b>100%</b>

### 11.6 Formal Harassment by Religious Belief (1 April 2013 to 30 Sep 2013)

<b>Headcount</b>		
Religious Belief	<b>Total</b>	<b>Total %</b>
<b>Atheism</b>	1	20%
<b>Buddhism</b>	0	0%
<b>Christianity</b>	1	20%
<b>Hinduism</b>	0	0%
<b>Islam</b>	0	0%
<b>Judaism</b>	0	0%
<b>Sikhism</b>	0	0%
<b>Other</b>	1	20%
<b>Undisclosed</b>	2	40%
<b>Undefined</b>	0	0%
<b>Total</b>	<b>5</b>	<b>100%</b>