Equality monitoring of employee protected characteristics

2022-23 data tables

Contents

Explanatory Notes 2
Section 1: Sex 4
Section 2: Age distributions 7
Section 3: National identity 10
Section 4: Ethnic origin 13
Section 5: Religion or belief 16
Section 6: Sexual orientation 17
Section 7: Disability 20

Explanatory Notes

Publication principles

We present our data in a way that aims to balance transparency and our duty to protect the anonymity of our employees as per the General Data Protection Regulations (GDPR). The data we present:

- Reflects the proportion of our workforce that has completed their equality data information, including 'prefer not to say' (but with non-complete records excluded)
- Uses percentage bandings only, rather than the count of people in each group.

Recruitment Stage

There are two recruitment tables for each protected characteristic.

(1) shows the total applicant distribution by the following vacancy types:

- **Internal only:** vacancies that were open to current employees only
- **External and internal:** vacancies open to both employees and the public

(2) the progression of applicants by equality group through key recruitment stages:

This includes all applications received across all our vacancies in the reporting period. Using the example below, each column heading represents the last stage that applicants reached. For example, 15-20% of total applicants reached the interview stage but were not appointed, whilst 15-20% were interviewed and appointed. The remaining 60-65% did not reach the interview stage.

Sex	Applied/withdrew	Interviewed	Appointed	Total
Female	65-70%	15-20%	15-20%	**100%**
Male	60-65%	15-20%	15-20%	**100%**
Prefer not to say	100%	<5%	<5%	**100%**
Total	**60-65%**	**15-20%**	**15-20%**	**100%**

Trans status (gender reassignment)

We do gather data on transgender status however our employee population is too small to publicly report on this protected characteristic.

National Identity

Monitoring questions and answer options are the same as those used in the Scottish Census 2011[1]. We use the following aggregated categories:

- **Scottish:** Scottish
- **Other British:** English, Welsh, Northern Irish, British
- **Other national identity:** Other national identity.

[1] We are aware that there are updated Scotland census questions for 2022 however we have not yet updated our questions and answer options. This applies to all references to using the Scotland 2011 Census questions.

Ethnic Origin

Monitoring questions and answer options are the same as those used in the Scottish Census 2011. We have updated our aggregated categories for our 2021-22 reporting based on guidance published by the Scottish Government[2].

- **White Scottish, British, Irish**: aggregates white Scottish, British or Irish
- **White minority ethnic**: aggregates all other white ethnic groups
- **Non-white ethnic minority:** aggregates the high level Scottish census groupings mixed/multiple ethnic groups, Asian, African, Caribbean or Black and other ethnic groups.

We acknowledge that aggregating data in this way can disguise differences between ethnic groups. Our numbers are too low to disaggregate data further.

Religion or belief

Monitoring questions and answer options are the same as those used in the Scottish Census 2011. We use the following aggregated categories:

- **No religion or belief:** no religion
- **Christian:** aggregates Church of Scotland, Roman Catholic and any other Christian
- **Other religions or belief:** aggregates Buddhist, Hindu, Muslim, Sikh, Jewish, and any other religion or belief.

Disability

Monitoring questions and answer options are the same as those used in the Scottish Census 2011. Our reporting therefore includes disability and long term conditions.

Grades

Grade 1 is our lowest paid grade. Grade 10 is our highest paid grade.

Definition of full time

Full time employees are those contracted to work 37 hours per week or 36 hours per week for employees on legacy contracts.

Training

We provide disaggregated data by protected characteristic for the following types of training:

- **External qualifications:** courses run by external providers that result in a certificate or recognised qualification
- **Internal non-mandated training:** training our employees complete excluding mandatory training, such as corporate induction.

Suppression of Values

All data tables use **percentages only**, not counts. The following principles apply:

[2] www.gov.scot/publications/data-collection-publication-guidance-ethnic-group/

- Percentages are reported in 5% bands. The Equality and Human Rights Commission guidance recommends to not report accurate percentages if the number of people is below 10.
- Where any figures are on the boundary between two bands, these have been allocated to the higher band; e.g. 65% would be within 65-70%, not 60-65%
- Upper and lower points are reported as <5% and >95%.
- Cross tabs by grade, working pattern and training are included for disability, age, sex and race only.

Section 1: Sex

Table 1.1 - Employees 2022-23: Sex distribution

The percentages used below are based on 376 employees: 100% equality record completion.

Sex	Percentage
Female	65-70%
Male	30-35%
Total	**100%**

Table 1.2a - Employees 2022-23: Sex by grade bands (column totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Sex	Grades 1-3	Grades 4-6	Grades 7+	Total
Female	70-75%	60-65%	60-65%	**65-70%**
Male	25-30%	35-40%	35-40%	**30-35%**
Total	**100%**	**100%**	**100%**	**100%**

Table 1.2b - Employees 2022-23: Sex by grade bands (row totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Sex	Grades 1-3	Grades 4-6	Grades 7+	Total
Female	40-45%	40-45%	10-15%	**100%**
Male	30-35%	50-55%	15-20%	**100%**
Total	**35-40%**	**45-50%**	**15-20%**	**100%**

Table 1.3a - Employees 2022-23: Sex by working pattern (column totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Sex	Full time	Part time	Total
Female	60-65%	80-85%	**65-70%**
Male	35-40%	15-20%	**30-35%**
Total	**100%**	**100%**	**100%**

Table 1.3b - Employees 2022-23: Sex by working pattern (row totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Sex	Full time	Part time	Total
Female	75-80%	20-25%	100%
Male	90-95%	5-10%	100%
Total	**80-85%**	**15-20%**	**100%**

Table 1.4a - Employees 2022-23: Sex by (external qualifications) training

The percentages used below are based on 23 employees: 100% equality record completion.

Sex	Engaged in training
Female	55-60%
Male	40-45%
Total	**100%**

Table 1.4b - Employees 2022-23: Sex by (internal non-mandated) training

The percentages used below are based on 58 employees: 100% equality record completion.

Sex	Engaged in training
Female	75-80%
Male	20-25%
Total	**100%**

Table 1.5 - Recruitment 2022-23: Sex of applicant by recruitment type

Sex	External & Internal	Internal only	Total
Female	60-65%	65-70%	**60-65%**
Male	35-40%	30-35%	**35-40%**
Prefer not to say	<5%	<5%	**<5%**
Total	**100%**	**100%**	**100%**

Table 1.6a - Recruitment 2022-23: Sex of applicant by recruitment stage (column totals)

Sex	Applied/ withdrew	Interviewed	Appointed	Total
Female	60-65%	60-65%	65-70%	60-65%
Male	35-40%	35-40%	25-30%	35-40%
Prefer not to say	<5%	<5%	<5%	<5%
Total	100%	100%	100%	**100%**

Table 1.6b - Recruitment 2022-23: Sex of applicant by recruitment stage (row totals)

Sex	Applied/ withdrew	Interviewed	Appointed	Total
Female	60-65%	25-30%	5-10%	100%
Male	60-65%	30-35%	5-10%	100%
Prefer not to say	80-85%	<5%	15-20%	100%
Total	60-65%	30-35%	5-10%	**100%**

Table 1.7 - Leavers 2022-23: Sex distribution

The percentages used below are based on 34 employees: 100% equality record completion.

Sex	Percentage
Female	60-65%
Male	35-40%
Total	**100%**

Section 2: Age distributions

Table 2.1 - Employees 2022-23: Age distribution

The percentages used below are based on 376 employees: 100% equality record completion.

Age (years)	Percentage of employees
<=24	<5%
25-34	10-15%
35-44	25-30%
45-54	30-35%
55-64	20-25%
65+	<5%
Total	**100%**

Table 2.2a - Employees 2022-23: Age by grade bands (column totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Age (years)	Grades 1-3	Grades 4-6	Grades 7+	Total
<=24	5-10%	<5%	<5%	<5%
25-34	15-20%	15-20%	<5%	10-15%
35-44	15-20%	30-35%	25-30%	25-30%
45-54	20-25%	35-40%	40-45%	30-35%
55-64	25-30%	10-15%	30-35%	20-25%
65+	<5%	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**	**100%**

Table 2.2b - Employees 2022-23: Age by grade bands (row totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Age (years)	Grades 1-3	Grades 4-6	Grades 7+	Total
<=24	75-80%	20-25%	<5%	**100%**
25-34	50-55%	50-55%	<5%	**100%**
35-44	25-30%	55-60%	15-20%	**100%**
45-54	25-30%	50-55%	20-25%	**100%**
55-64	45-50%	30-35%	20-25%	**100%**
65+	55-60%	40-45%	<5%	**100%**
Total	35-40%	45-50%	15-20%	**100%**

Table 2.3a - Employees 2022-23: Age by working pattern (column totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Age (years)	Full time	Part time	Total
<=24	<5%	<5%	<5%
25-34	15-20%	5-10%	10-15%
35-44	20-25%	30-35%	25-30%
45-54	30-35%	30-35%	30-35%

Age (years)	Full time	Part time	Total
55-64	20-25%	20-25%	20-25%
65+	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**

Table 2.3b - Employees 2022-23: Age by working pattern (row totals)

The percentages used below are based on 376 employees: 100% equality record completion.

Age (years)	Full time	Part time	Total
<=24	85-90%	10-15%	**100%**
25-34	90-95%	5-10%	**100%**
35-44	75-80%	20-25%	**100%**
45-54	80-85%	15-20%	**100%**
55-64	75-80%	20-25%	**100%**
65+	85-90%	10-15%	**100%**
Total	**80-85%**	**15-20%**	**100%**

Table 2.4a – Employees 2022-23: Age by training, external qualifications

The percentages used below are based on 23 employees: 100% equality record completion.

Age (years)	Percentage
<=24	<5%
25-34	<5%
35-44	25-30%
45-54	30-35%
55-64	30-35%
65+	<5%
Total	**100%**

Table 2.4b – Employees 2022-23: Age by training, internal non-mandated

The percentages used below are based on 58 employees: 100% equality record completion.

Age (years)	Percentage
<=24	5-10%
25-34	15-20%
35-44	20-25%
45-54	40-45%
55-64	10-15%
65+	<5%
Total	**100%**

Table 2.5 - Recruitment 2022-23: Age by recruitment type

Age (years)	External & Internal	Internal only	Total
<=24	20-25%	<5%	**15-20%**
25-34	30-35%	30-35%	**30-35%**
35-44	20-25%	25-30%	**20-25%**
45-54	10-15%	30-35%	**10-15%**
55-64	5-10%	<5%	**5-10%**
65+	<5%	<5%	**<5%**
Prefer not to say	<5%	5-10%	**<5%**
Total	**100%**	**100%**	**100%**

Table 2.6a – Recruitment 2022-23: Applicant age by recruitment stage (column totals)

Age (years)	Applied/ withdrew	Interviewed	Appointed	Total
<=24	20-25%	10-15%	5-10%	**15-20%**
25-34	35-40%	25-30%	25-30%	**30-35%**
35-44	15-20%	25-30%	25-30%	**20-25%**
45-54	10-15%	20-25%	20-25%	**10-15%**
55-64	5-10%	5-10%	5-10%	**5-10%**
65+	<5%	<5%	<5%	<5%
Prefer not to say	<5%	<5%	5-10%	<5%
Total	100%	100%	100%	100%

Table 2.6b – Recruitment 2022-23: Applicant age by recruitment stage (row totals)

Age (years)	Applied/ withdrew	Interviewed	Appointed	Total
<=24	75-80%	15-20%	<5%	**100%**
25-34	65-70%	20-25%	5-10%	**100%**
35-44	50-55%	35-40%	5-10%	**100%**
45-54	40-45%	40-45%	10-15%	**100%**
55-64	50-55%	35-40%	10-15%	**100%**
65+	50-55%	50-55%	<5%	**100%**
Prefer not to say	55-60%	25-30%	10-15%	**100%**
Total	60-65%	25-30%	5-10%	**100%**

Table 2.7 - Leavers 2022-23: Age distribution

The percentages used below are based on 34 employees: 100% equality record completion.

Sex	Percentage
<=24	15-20%
25-34	10-15%
35-44	10-15%
45-54	10-15%
55-64	35-40%
65+	5-10%
Total	**100%**

Section 3: National identity

Table 3.1 - Employees 2022-23: National identity distribution

The percentages used below are based on 328 employees: 87% equality record completion.

National identity	Percentage
Scottish	65-70%
Other British	20-25%
Other national identity	<5%
Prefer not to say	5-10%
Total	**100%**

Table 3.2a - Employees 2022-23: National identity by grade bands (column totals)

The percentages used below are based on 328 employees: 87% equality record completion.

National identity	Grades 1-3	Grades 4-6	Grades 7+	Total
Scottish	75-80%	60-65%	65-70%	65-70%
Other British	15-20%	25-30%	20-25%	20-25%
Other national identity	<5%	<5%	<5%	<5%
Prefer not to say	<5%	5-10%	5-10%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 3.2b - Employees 2022-23: National identity by grade bands (row totals)

The percentages used below are based on 328 employees: 87% equality record completion.

National identity	Grades 1-3	Grades 4-6	Grades 7+	Total
Scottish	40-45%	40-45%	15-20%	100%
Other British	25-30%	50-55%	15-20%	100%
Other national identity	35-40%	50-55%	5-10%	100%
Prefer not to say	5-10%	70-75%	20-25%	100%
Total	**35-40%**	**45-50%**	**15-20%**	**100%**

Table 3.3a - Employees 2022-23: National identity by working pattern (column totals)

The percentages used below are based on 328 employees: 87% equality record completion.

National identity	Full time	Part time	Total
Scottish	65-70%	70-75%	65-70%
Other British	20-25%	15-20%	20-25%
Other national identity	<5%	<5%	<5%
Prefer not to say	<5%	5-10%	5-10%
Total	**100%**	**100%**	**100%**

Table 3.3b - Employees 2022-23: National identity by working pattern (row totals)

The percentages used below are based on 328 employees: 87% equality record completion.

National identity	Full time	Part time	Total
Scottish	75-80%	20-25%	**100%**
Other British	80-85%	15-20%	**100%**
Other national identity	80-85%	15-20%	**100%**
Prefer not to say	75-80%	20-25%	**100%**
Total	80-85%	15-20%	**100%**

Table 3.4a - Employees 2022-23: National identity by training, external qualifications

The percentages used below are based on 21 employees: 91% equality record completion.

National identity	Percentage
Scottish	90-95%
Other British	5-10%
Other national identity	<5%
Prefer not to say	<5%
Total	**100%**

Table 3.4b - Employees 2022-23: National identity by training, internal non-mandated

The percentages used below are based on 50 employees: 86% equality record completion.

National identity	Percentage
Scottish	55-60%
Other British	25-30%
Other national identity	5-10%
Prefer not to say	5-10%
Total	**100%**

Table 3.5 - Recruitment 2022-23: Applicant national identity by recruitment type

National identity	External & Internal	Internal only	Total
Scottish	45-50%	80-85%	**45-50%**
Other British	25-30%	15-20%	**25-30%**
Other national identity	20-25%	<5%	**20-25%**
Prefer not to say	<5%	<5%	**<5%**
Total	**100%**	**100%**	**100%**

Table 3.6a - Recruitment 2022-23: Applicant national identity by recruitment stage

National identity	Applied/ Withdrew	Interviewed	Appointed	Total
Scottish	45-50%	45-50%	60-65%	**45-50%**
Other British	20-25%	30-35%	25-30%	**25-30%**
Other national identity	25-30%	15-20%	5-10%	**20-25%**
Prefer not to say	<5%	<5%	<5%	**<5%**
Total	100%	100%	100%	100%

Table 3.6b - Recruitment 2022-23: Applicant national identity by recruitment stage

National identity	Applied/ Withdrew	Interviewed	Appointed	Total
Scottish	55-60%	30-35%	5-10%	100%
Other British	50-55%	35-40%	5-10%	100%
Other national identity	75-80%	20-25%	<5%	100%
Prefer not to say	80-85%	10-15%	<5%	100%
Total	60-65%	30-35%	5-10%	100%

Table 3.7 - Leavers 2022-23: National identity distribution

The percentages used below are based on 34 employees: 74% equality record completion.

National identity	Percentage
Scottish	65-70%
Other British	5-10%
Other national identity	10-15%
Prefer not to say	10-15%
Total	**100%**

Section 4: Ethnic origin

Table 4.1 - Employees 2022-23: Ethnic origin distribution

The percentages used below are based on 328 employees: 87% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	85-90%
White minority ethnic	<5%
Non-white minority ethnic	<5%
Prefer not to say	5-10%
Total	**100%**

Table 4.2a - Employee 2022-23: Ethnic origin by grade bands (column totals)

The percentages used below are based on 328 employees: 87% equality record completion.

Ethnic origin	Grades 1-3	Grades 4-6	Grades 7+	Total
White Scottish, British, Irish	85-90%	80-85%	85-90%	85-90%
White minority ethnic	<5%	<5%	<5%	<5%
Non-white minority ethnic	<5%	<5%	<5%	<5%
Prefer not to say	<5%	5-10%	5-10%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 4.2b - Employee 2022-23: Ethnic origin by grade bands (row totals)

The percentages used below are based on 328 employees: 87% equality record completion.

Ethnic origin	Grades 1-3	Grades 4-6	Grades 7+	Total
White Scottish, British, Irish	35-40%	45-50%	15-20%	100%
White minority ethnic	30-35%	55-60%	5-10%	100%
Non-white minority ethnic	50-55%	45-50%	<5%	100%
Prefer not to say	15-20%	60-65%	25-30%	100%
Total	35-40%	45-50%	15-20%	**100%**

Table 4.3 - Employees 2022-23: Ethnic origin by working pattern (column totals)

The percentages used below are based on 328 employees: 87% equality record completion.

Ethnic origin	Full time	Part time	Total
White Scottish, British, Irish	85-90%	85-90%	**85-90%**
White minority ethnic	<5%	<5%	**<5%**
Non-white minority ethnic	<5%	<5%	**<5%**
Prefer not to say	5-10%	5-10%	**5-10%**
Total	**100%**	**100%**	**100%**

Table 4.3a - Employees 2022-23: Ethnic origin by working pattern (row totals)

The percentages used below are based on 328 employees: 87% equality record completion.

Ethnic origin	Full time	Part time	Total
White Scottish, British, Irish	80-85%	15-20%	**100%**
White minority ethnic	75-80%	25-30%	**100%**
Non-white minority ethnic	80-85%	15-20%	**100%**
Prefer not to say	80-85%	20-25%	**100%**
Total	**80-85%**	15-20%	**100%**

Table 4.4a - Employees 2022-23: Ethnic origin by training, external qualifications

The percentages used below are based on 21 employees: 91% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	>95%
White minority ethnic	<5%
Non-white minority ethnic	<5%
Prefer not to say	<5%
Total	**100%**

Table 4.4b - Employees 2022-23: Ethnic origin by training, internal non-mandated

The percentages used below are based on 50 employees: 86% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	80-85%
White minority ethnic	<5%
Non-white minority ethnic	5-10%
Prefer not to say	5-10%
Total	**100%**

Table 4.5 - Recruitment 2022-23: Applicant ethnic origin by recruitment type

Ethnic origin	External & Internal	Internal only	Total
White Scottish, British, Irish	60-65%	85-90%	**65-70%**
White minority ethnic	10-15%	<5%	**10-15%**
Non-white minority ethnic	20-25%	5-10%	**20-25%**
Prefer not to say	<5%	<5%	**<5%**
Total	**100%**	**100%**	**100%**

Table 4.6a - Recruitment 2022-23: Applicant ethnic origin by recruitment stage (column totals)

Ethnic origin	Applied/ withdrew	Interviewed	Appointed	Total
White Scottish, British, Irish	55-60%	75-80%	75-80%	**65-70%**
White minority ethnic	10-15%	10-15%	<5%	**10-15%**
Non-white minority ethnic	20-25%	10-15%	10-15%	**20-25%**
Prefer not to say	<5%	<5%	<5%	**<5%**
Total	**100%**	**100%**	**100%**	**100%**

Table 4.6b - Recruitment 2022-23: Applicant ethnic origin by recruitment stage (row totals)

Ethnic origin	Applied/ withdrew	Interviewed	Appointed	Total
White Scottish, British, Irish	55-60%	30-35%	5-10%	**100%**
White minority ethnic	70-75%	25-30%	<5%	**100%**
Non-white minority ethnic	70-75%	20-25%	5-10%	**100%**
Prefer not to say	80-85%	10-15%	10-15%	**100%**
Total	60-65%	30-35%	5-10%	**100%**

Table 4.7 - Leavers 2022-23: Ethnic origin distribution

The percentages used below are based on 25 employees: 74% equality record completion.

Ethnic origin	Percentage
White Scottish, British, Irish	75-80%
White minority ethnic	5-10%
Non-white minority ethnic	<5%
Prefer not to say	10-15%
Total	**100%**

Section 5: Religion or belief

Table 5.1 - Employees 2022-23: Religion/belief distribution

The percentages used below are based on 328 employees: 87% equality record completion.

Religion/belief	Percentage
No religion or belief	50-55%
Christian	30-35%
Other religion or belief	<5%
Prefer not to say	10-15%
Total	**100%**

Table 5.2 - Recruitment 2022-23: Applicant religion/belief by recruitment type

Religion/belief	External & Internal	Internal only	Total
No religion or belief	55-60%	50-55%	**55-60%**
Christian	25-30%	25-30%	**25-30%**
Other religion or belief	5-10%	5-10%	**5-10%**
Prefer not to say	5-10%	15-20%	**5-10%**
Total	**100%**	**100%**	**100%**

Table 5.3a - Recruitment 2022-23: Applicant religion/belief by recruitment stage (column totals)

Religion or belief	Applied/ Withdrew	Interviewed	Appointed	Total
No religion or belief	55-60%	50-55%	50-55%	**55-60%**
Christian	25-30%	25-30%	35-40%	**25-30%**
Other religion or belief	10-15%	5-10%	<5%	**5-10%**
Prefer not to say	5-10%	5-10%	<5%	**5-10%**
Total	**100%**	**100%**	**100%**	**100%**

Table 5.3b - Recruitment 2022-23: Applicant religion/belief by recruitment stage (row totals)

Religion or belief	Applied/ Withdrew	Interviewed	Appointed	Total
No religion or belief	60-65%	25-30%	5-10%	**100%**
Christian	55-60%	30-35%	5-10%	**100%**
Other religion or belief	75-80%	20-25%	<5%	**100%**
Prefer not to say	60-65%	30-35%	<5%	**100%**
Total	60-65%	30-35%	5-10%	**100%**

Table 5.4 - Leavers 2022-23: Religion/belief distribution

The percentages used below are based on 25 employees: 74% equality record completion.

Religion or belief	Percentage
No religion or belief	30-35%
Christian	45-50%
Other religion or belief	<5%
Prefer not to say	20-25%
Total	**100%**

Section 6: Sexual orientation

Table 6.1 - Employees 2022-23: Sexual orientation distribution

The percentages used below are based on 328 employees: 87% equality record completion.

Sexual orientation	Percentage
Heterosexual/straight	85-90%
Lesbian, Gay or Bisexual	<5%
Other/not sure	<5%
Prefer not to say	10-15%
Total	**100%**

Table 6.2 - Recruitment 2022-23: Applicant sexual orientation by recruitment type

Sexual orientation	External & Internal	Internal only	Total
Heterosexual/straight	75-80%	90-95%	**75-80%**
Lesbian, Gay or Bisexual	10-15%	<5%	**10-15%**
Other/not sure	<5%	<5%	**<5%**
Prefer not to say	5-10%	5-10%	**5-10%**
Total	**100%**	**100%**	**100%**

Table 6.3a - Recruitment 2022-23: Applicant sexual orientation by recruitment stage (column totals)

Sexual orientation	Applied/ Withdrew	Interviewed	Appointed	Total
Heterosexual/ straight	75-80%	80-85%	85-90%	**75-80%**
Lesbian, Gay or Bisexual	10-15%	5-10%	<5%	**10-15%**
Other/not sure	<5%	<5%	<5%	<5%
Prefer not to say	5-10%	5-10%	5-10%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 6.3b - Recruitment 2022-23: Applicant sexual orientation by recruitment stage (row totals)

Sexual orientation	Applied/ Withdrew	Interviewed	Appointed	Total
Heterosexual/ straight	60-65%	30-35%	5-10%	**100%**
Lesbian, Gay or Bisexual	70-75%	25-30%	<5%	**100%**
Other/not sure	80-85%	<5%	20-25%	**100%**
Prefer not to say	65-70%	25-30%	5-10%	**100%**
Total	60-65%	30-35%	5-10%	**100%**

Table 6.4 - Leavers 2022-23: Sexual orientation distribution

The percentages used below are based on 25 employees: 74% equality record completion.

Sexual orientation	Percentage
Heterosexual/straight	80-85%
Lesbian, Gay or Bisexual	<5%
Other/ not sure	<5%
Prefer not to say	20-25%
Total	**100%**

Section 7: Disability

Table 7.1 - Employees 2022-23: Disability distribution

The percentages used below are based on 328 employees: 87% equality record completion.

Disability	Percentage
Yes	15-20%
No	65-70%
Prefer not to say	10-15%
Total	**100%**

Table 7.2a - Employees 2022-23: Disability by grade bands (column totals)

The percentages used below are based on 328 employees: 87% equality record completion.

Disability	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	20-25%	10-15%	25-30%	15-20%
No	60-65%	70-75%	60-65%	65-70%
Prefer not to say	10-15%	10-15%	10-15%	10-15%
Total	**100%**	**100%**	**100%**	**100%**

Table 7.2b - Employees 2022-23: Disability by grade bands (row totals)

The percentages used below are based on 328 employees: 87% equality record completion.

Disability	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	45-50%	30-35%	20-25%	100%
No	35-40%	50-55%	10-15%	100%
Prefer not to say	30-35%	50-55%	10-15%	100%
Total	35-40%	45-50%	15-20%	**100%**

Table 7.3a - Employees 2022-23: Disability by working pattern *(column totals)*

The percentages used below are based on 328 employees: 87% equality record completion.

Disability	Full time	Part time	Total
Yes	20-25%	10-15%	15-20%
No	65-70%	75-80%	65-70%
Prefer not to say	10-15%	5-10%	10-15%
Total	**100%**	**100%**	**100%**

Table 7.3b - Employees 2022-23: Disability by working pattern *(row totals)*

The percentages used below are based on 328 employees: 87% equality record completion.

Disability	Full time	Part time	Total
Yes	85-90%	10-15%	100%
No	75-80%	20-25%	100%
Prefer not to say	85-90%	10-15%	100%
Total	80-85%	15-20%	**100%**

Table 7.4a - Employees 2022-23: Disability by training, external qualifications

The percentages used below are based on 21 employees: 91% equality record completion.

Disability	Percentage
Yes	10-15%
No	80-85%
Prefer not to say	<5%
Total	**100%**

Table 7.4b - Employees 2022-23: Disability by training, internal non-mandated

The percentages used below are based on 50 employees: 86% equality record completion.

Disability	Percentage
Yes	10-15%
No	75-80%
Prefer not to say	10-15%
Total	**100%**

Table 7.5 - Recruitment 2022-23: Applicant disability by recruitment type

Disability	Internal & External	Internal only	Total
Yes	10-15%	5-10%	**10-15%**
No	80-85%	90-95%	**80-85%**
Prefer not to say	<5%	<5%	**<5%**
Total	**100%**	**100%**	**100%**

Table 7.6a - Recruitment 2022-23: Applicant disability by recruitment stage (column totals)

Disability	Applied/ Withdrew	Interviewed	Appointed	Total
Yes	10-15%	15-20%	5-10%	**10-15%**
No	80-85%	75-80%	90-95%	**80-85%**
Prefer not to say	<5%	<5%	<5%	**<5%**
Total	**100%**	**100%**	**100%**	**100%**

Table 7.6b - Recruitment 2022-23: Applicant disability by recruitment stage (column totals)

Disability	Applied/ Withdrew	Interviewed	Appointed	Total
Yes	60-65%	30-35%	<5%	**100%**
No	65-70%	20-25%	5-10%	<5%
Prefer not to say	80-85%	15-20%	<5%	<5%
Total	100%	100%	100%	<5%

Table 7.7 - Leavers 2022-23: Disability distribution

The percentages used below are based on 25 employees: 74% equality record completion.

Disability	Percentage
Yes	20-25%
No	60-65%
Prefer not to say	20-25%
Total	**100%**