Equality monitoring of employee protected characteristics

2023-24 data tables

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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. Where a person applies for multiple positions, they are counted multiple times. Using the example below, each column heading represents the last stage 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 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 transgender status data 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 there are updated Scotland census questions for 2022 but we have not yet updated our 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 and aligns with the Equality Act's definition of disability. Our reporting therefore includes disability and long term conditions.

Marital status

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

- **Never married / never in civil partnership:** never married, never in a civil partnership; partner; single
- **Married / civil partnership:** married, in a civil partnership
- **Divorced / dissolved civil partnership:** divorced, dissolved civil partnership
- Separated
- **Widowed / surviving partner of civil partnership:** widowed, surviving partner of civil partnership

Care experience

Whilst not a protected characteristic, we are also including data concerning whether staff members have been in care. The answers to this question[3] are a simple 'yes', 'no', 'prefer not to say'.

Note: At present, we do not currently collect data on care experience status from job applicants; as such, the recruitment tables do not appear in this section of the document. We plan to begin collecting this data in future.

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

[3] 'Have you ever been in care?' - in care means you are or were formally looked after by a local authority, in the family home (with support from social services or a social worker) or elsewhere, for example, in foster care, residential care or kinship care (family friends or relatives).

Grades
Grade 1 is our lowest pay grade. Grade 10 is our highest pay grade.

Definition of full time
Our working week changed during the 2023-2024 financial year. From 1 December 2023, full time employees are those contracted to work 35 hours per week. Before 1 December 2023, full time employees were 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.

The training tables report individual instances of training: that means that where a single member of staff undertook multiple instances of training, they are counted multiple times. This is the same approach as we take for the recruitment data, as noted above.

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

- 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, for example 65% would be within 65-70%, not 60-65%
- Upper and lower points are reported as <5% and >95%.

Section 1: Sex

Table 1.1 - Employees 2023-24: Sex distribution
The percentages used below are based on 380 employees: 100% equality record completion.

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

Table 1.2a - Employees 2023-24: Sex by grade bands (column totals)
The percentages used below are based on 380 employees: 100% equality record completion.

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

Table 1.2b - Employees 2023-24: Sex by grade bands (row totals)
The percentages used below are based on 380 employees: 100% equality record completion.

Sex	Grades 1-3	Grades 4-6	Grade 7+	Total
Female	35-40%	40-45%	15-20%	**100%**
Male	30-35%	45-50%	20-25%	**100%**
Total	35-40%	45-50%	15-20%	**100%**

Table 1.3a - Employees 2023-24: Sex by working pattern (column totals)

The percentages used below are based on 380 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 2023-24: Sex by working pattern (row totals)

The percentages used below are based on 380 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 2023-24: Sex by (external qualifications) training

The percentages used below are based on 46 employees: 100% equality record completion.

Sex	Engaged in training
Female	65-70%
Male	30-35%
Total	**100%**

Table 1.4b - Employees 2023-24: Sex by (internal non-mandated) training

The percentages used below are based on 36 employees: 100% equality record completion.

Sex	Engaged in training
Female	80-85%
Male	15-20%
Total	**100%**

Table 1.5 - Recruitment 2023-24: Sex of applicant by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

Sex	External & Internal	Internal only	Total
Female	65-70%	75-80%	65-70%
Male	30-35%	15-20%	30-35%
Prefer not to say	<5%	5-10%	<5%
Total	**100%**	**100%**	**100%**

Table 1.6a - Recruitment 2023-24: Sex of applicant by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Sex	Applied/withdrew	Interviewed	Appointed	Total
Female	60-65%	70-75%	80-85%	65-70%
Male	35-40%	25-30%	15-20%	30-35%
Prefer not to say	<5%	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**	**100%**

Table 1.6b - Recruitment 2023-24: Sex of applicant by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Sex	Applied/withdrew	Interviewed	Appointed	Total
Female	55-60%	30-35%	10-15%	**100%**
Male	70-75%	25-30%	<5%	**100%**
Prefer not to say	60-65%	40-45%	<5%	**100%**
Total	70-75%	15-20%	5-10%	**100%**

Table 1.7 - Leavers 2023-24: Sex distribution

The percentages used below are based on 24 employees: 100% equality record completion.

Sex	Percentage
Female	50-55%
Male	50-55%
Total	**100%**

Section 2: Age distributions

Table 2.1 - Employees 2023-24: Age distribution

The percentages used below are based on 380 employees: 100% equality record completion.

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

Table 2.2a - Employees 2023-24: Age by grade bands (column totals)

The percentages used below are based on 380 employees: 100% equality record completion.

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

Table 2.2b - Employees 2023-24: Age by grade bands (row totals)

The percentages used below are based on 380 employees: 100% equality record completion.

Age (years)	Grades 1-3	Grades 4-6	Grade 7+	Total
<=24	80-85%	15-20%	<5%	**100%**
25-34	50-55%	45-50%	<5%	**100%**
35-44	25-30%	50-55%	15-20%	**100%**
45-54	25-30%	45-50%	20-25%	**100%**
55-64	40-45%	30-35%	25-30%	**100%**
65+	30-35%	65-70%	<5%	**100%**
Total	35-40%	45-50%	15-20%	**100%**

Table 2.3a - Employees 2023-24: Age by working pattern (column totals)

The percentages used below are based on 380 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	25-30%	20-25%	25-30%
45-54	25-30%	30-35%	30-35%
55-64	20-25%	30-35%	20-25%
65+	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**

Table 2.3b - Employees 2023-24: Age by working pattern (row totals)

The percentages used below are based on 380 employees: 100% equality record completion.

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

Table 2.4a - Employees 2023-24: Age by training, external qualifications

The percentages used below are based on 46 employees: 100% equality record completion.

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

Table 2.4b - Employees 2023-24: Age by training, internal non-mandated

The percentages used below are based on 36 employees: 100% equality record completion.

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

Table 2.5 - Recruitment 2023-24: Age by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

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

Table 2.6a - Recruitment 2023-24: Applicant age by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

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

Table 2.6b - Recruitment 2023-24: Applicant age by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Age (years)	Applied/withdrew	Interviewed	Appointed	Total
<=24	70-75%	20-25%	<5%	**100%**
25-34	60-65%	25-30%	5-10%	**100%**
35-44	50-55%	35-40%	10-15%	**100%**
45-54	65-70%	30-35%	<5%	**100%**
55-64	50-55%	30-35%	10-15%	**100%**
65+	<5%	<5%	>95%	**100%**
Prefer not to say	60-65%	35-40%	<5%	**100%**
Total	60-65%	25-30%	5-10%	**100%**

Table 2.7 - Leavers 2023-24: Age distribution

The percentages used below are based on 24 employees: 100% equality record completion.

Sex	Percentage
<=24	5-10%
25-34	25-30%
35-44	25-30%
45-54	5-10%
55-64	20-25%
65+	15-20%
Total	**100%**

Section 3: National identity

Table 3.1 - Employees 2023-24: National identity distribution

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 3.2a - Employees 2023-24: National identity by grade bands (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 3.2b - Employees 2023-24: National identity by grade bands (row totals)

The percentages used below are based on 336 employees: 88% 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%	45-50%	20-25%	**100%**
Other national identity	35-40%	50-55%	10-15%	**100%**
Prefer not to say	5-10%	65-70%	25-30%	**100%**
Total	35-40%	40-45%	15-20%	**100%**

Table 3.3a - Employees 2023-24: National identity by working pattern (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 3.3b - Employees 2023-24: National identity by working pattern (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 3.4a - Employees 2023-24: National identity by training, external qualifications

The percentages used below are based on 41 employees: 89% equality record completion.

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

Table 3.4b - Employees 2023-24: National identity by training, internal non-mandated

The percentages used below are based on 34 employees: 94% equality record completion.

National identity	Percentage
Scottish	70-75%
Other British	10-15%
Other national identity	5-10%
Prefer not to say	<5%
Total	**100%**

Table 3.5 - Recruitment 2023-24: Applicant national identity by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

National identity	External & internal	Internal only	Total
Scottish	45-50%	80-85%	45-50%
Other British	20-25%	<5%	15-20%
Other national identity	25-30%	<5%	25-30%
Prefer not to say	<5%	15-20%	5-10%
Total	**100%**	**100%**	**100%**

Table 3.6a - Recruitment 2023-24: Applicant national identity by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

National identity	Applied/withdrew	Interviewed	Appointed	Total
Scottish	40-45%	55-60%	60-65%	45-50%
Other British	20-25%	15-20%	5-10%	15-20%
Other national identity	25-30%	15-20%	15-20%	25-30%
Prefer not to say	<5%	5-10%	5-10%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 3.6b - Recruitment 2023-24: Applicant national identity by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

National identity	Applied/withdrew	Interviewed	Appointed	Total
Scottish	55-60%	30-35%	10-15%	**100%**
Other British	65-70%	25-30%	<5%	**100%**
Other national identity	70-75%	20-25%	5-10%	**100%**
Prefer not to say	55-60%	25-30%	15-20%	**100%**
Total	60-65%	25-30%	5-10%	**100%**

Table 3.7 - Leavers 2023-24: National identity distribution

The percentages used below are based on 18 employees: 75% equality record completion.

National identity	Percentage
Scottish	65-70%
Other British	15-20%
Other national identity	5-10%
Prefer not to say	10-15%
Total	**100%**

Section 4: Ethnic origin

Table 4.1 - Employees 2023-24: Ethnic origin distribution

The percentages used below are based on 336 employees: 88% 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 2023-24: Ethnic origin by grade bands (column totals)

The percentages used below are based on 336 employees: 88% 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	5-10%	<5%	<5%	<5%
Prefer not to say	<5%	5-10%	5-10%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 4.2b - Employee 2023-24: Ethnic origin by grade bands (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 4.3 - Employees 2023-24: Ethnic origin by working pattern (column totals)

The percentages used below are based on 336 employees: 88% 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	5-10%	<5%	<5%
Prefer not to say	5-10%	5-10%	5-10%
Total	**100%**	**100%**	**100%**

Table 4.3a - Employees 2023-24: Ethnic origin by working pattern (row totals)

The percentages used below are based on 336 employees: 88% 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	85-90%	10-15%	**100%**
Prefer not to say	75-80%	20-25%	**100%**
Total	80-85%	15-20%	**100%**

Table 4.4a - Employees 2023-24: Ethnic origin by training, external qualifications

The percentages used below are based on 41 employees: 89% 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 2023-24: Ethnic origin by training, internal non-mandated

The percentages used below are based on 34 employees: 94% equality record completion.

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

Table 4.5 - Recruitment 2023-24: Applicant ethnic origin by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

Ethnic origin	External & internal	Internal only	Total
White Scottish, British, Irish	55-60%	80-85%	55-60%
White minority ethnic	10-15%	<5%	10-15%
Non-white minority ethnic	25-30%	<5%	20-25%
Prefer not to say	<5%	15-20%	<5%
Total	**100%**	**100%**	**100%**

Table 4.6a - Recruitment 2023-24: Applicant ethnic origin by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Ethnic origin	Applied/withdrew	Interviewed	Appointed	Total
White Scottish, British, Irish	50-55%	70-75%	75-80%	55-60%
White minority ethnic	10-15%	10-15%	<5%	10-15%
Non-white minority ethnic	30-35%	10-15%	10-15%	20-25%
Prefer not to say	<5%	<5%	5-10%	<5%
Total	**100%**	**100%**	**100%**	**100%**

Table 4.6b - Recruitment 2023-24: Applicant ethnic origin by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Ethnic origin	Applied/withdrew	Interviewed	Appointed	Total
White Scottish, British, Irish	50-55%	35-40%	10-15%	**100%**
White minority ethnic	65-70%	30-35%	<5%	**100%**
Non-white minority ethnic	80-85%	10-15%	<5%	**100%**
Prefer not to say	45-50%	35-40%	15-20%	**100%**
Total	**60-65%**	**25-30%**	**5-10%**	**100%**

Table 4.7 - Leavers 2023-24: Ethnic origin distribution

The percentages used below are based on 18 employees: 75% equality record completion.

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

Section 5: Religion or belief

Table 5.1 - Employees 2023-24: Religion/belief distribution

The percentages used below are based on 336 employees: 88% 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 5.2a - Employee 2023-24: Religion/belief by grade bands (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Religion/belief	Grades 1-3	Grades 4-6	Grades 7+	Total
No religion or belief	55-60%	50-55%	30-35%	50-55%
Christian	30-35%	25-30%	50-55%	30-35%
Other religion or belief	<5%	<5%	<5%	<5%
Prefer not to say	5-10%	10-15%	15-20%	10-15%
Total	**100%**	**100%**	**100%**	**100%**

Table 5.2b - Employee 2023-24: Religion/belief by grade bands (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Religion/belief	Grades 1-3	Grades 4-6	Grades 7+	Total
No religion or belief	40-45%	45-50%	10-15%	**100%**
Christian	35-40%	35-40%	25-30%	**100%**
Other religion or belief	30-35%	55-60%	10-15%	**100%**
Prefer not to say	25-30%	50-55%	20-25%	**100%**
Total	35-40%	40-45%	15-20%	**100%**

Table 5.3a - Employees 2023-24: religion/belief by working pattern (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Religion/belief	Full time	Part time	Total
No religion or belief	50-55%	40-45%	50-55%
Christian	30-35%	40-45%	30-35%
Other religion or belief	<5%	<5%	<5%
Prefer not to say	10-15%	10-15%	10-15%
Total	**100%**	**100%**	**100%**

Table 5.3b - Employees 2023-24: religion/belief by working pattern (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Religion/belief	Full time	Part time	Total
No religion or belief	80-85%	15-20%	**100%**
Christian	75-80%	20-25%	**100%**
Other religion or belief	75-80%	20-25%	**100%**
Prefer not to say	80-85%	15-20%	**100%**
Total	80-85%	15-20%	**100%**

Table 5.4a - Employees 2023-24: religion/belief by training, external qualifications

The percentages used below are based on 41 employees: 89% equality record completion.

Religion/belief	Percentage
No religion or belief	35-40%
Christian	45-50%
Other religion or belief	<5%
Prefer not to say	10-15%
Total	**100%**

Table 5.4b - Employees 2023-24: religion/belief by training, internal non-mandated

The percentages used below are based on 34 employees: 94% equality record completion.

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

Table 5.5 - Recruitment 2023-24: Applicant religion/belief by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

Religion/belief	External & internal	Internal only	Total
No religion or belief	50-55%	65-70%	50-55%
Christian	25-30%	5-10%	25-30%
Other religion or belief	10-15%	<5%	10-15%
Prefer not to say	5-10%	20-25%	5-10%
Total	**100%**	**100%**	**100%**

Table 5.6a - Recruitment 2023-24: Applicant religion/belief by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Religion or belief	Applied/withdrew	Interviewed	Appointed	Total
No religion or belief	50-55%	55-60%	55-60%	50-55%
Christian	25-30%	20-25%	15-20%	25-30%
Other religion or belief	10-15%	5-10%	5-10%	10-15%
Prefer not to say	5-10%	5-10%	15-20%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 5.6b - Recruitment 2023-24: Applicant religion/belief by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Religion or belief	Applied/withdrew	Interviewed	Appointed	Total
No religion or belief	55-60%	30-35%	5-10%	**100%**
Christian	65-70%	25-30%	5-10%	**100%**
Other religion or belief	70-75%	20-25%	<5%	**100%**
Prefer not to say	45-50%	30-35%	15-20%	**100%**
Total	60-65%	25-30%	5-10%	**100%**

Table 5.7 - Leavers 2023-24: Religion/belief distribution

The percentages used below are based on 18 employees: 75% equality record completion.

Religion or belief	Percentage
No religion or belief	55-60%
Christian	25-30%
Other religion or belief	<5%
Prefer not to say	15-20%
Total	**100%**

Section 6: Sexual orientation

Table 6.1 - Employees 2023-24: Sexual orientation distribution

The percentages used below are based on 336 employees: 88% equality record completion.

Sexual orientation	Percentage
Heterosexual/straight	80-85%
Lesbian, Gay or Bisexual	<5%
Other/not sure	<5%
Prefer not to say	10-15%
Total	**100%**

Table 6.2a - Employee 2023-24: sexual orientation by grade bands (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Sexual orientation	Grades 1-3	Grades 4-6	Grades 7+	Total
Heterosexual/Straight	85-90%	80-85%	80-85%	80-85%
Lesbian, Gay or Bisexual	<5%	<5%	<5%	<5%
Other/not sure	<5%	<5%	<5%	<5%
Prefer not to say	5-10%	10-15%	15-20%	10-15%
Total	**100%**	**100%**	**100%**	**100%**

Table 6.2b - Employee 2023-24: Sexual orientation by grade bands (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

***Note**: We have suppressed the 'Other/not sure' row in this table to avoid the risk of identification.*

Sexual orientation	Grades 1-3	Grades 4-6	Grades 7+	Total
Heterosexual/Straight	35-40%	40-45%	15-20%	**100%**
Lesbian, Gay or Bisexual	40-45%	40-45%	20-25%	**100%**
Other/not sure	-	-	-	**100%**
Prefer not to say	30-35%	45-50%	20-25%	**100%**
Total	35-40%	40-45%	15-20%	**100%**

Table 6.3a - Employees 2023-24: sexual orientation by working pattern (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Sexual orientation	Full time	Part time	Total
Heterosexual/Straight	80-85%	85-90%	80-85%
Lesbian, Gay or Bisexual	<5%	<5%	<5%
Other/not sure	<5%	<5%	<5%
Prefer not to say	10-15%	10-15%	10-15%
Total	**100%**	**100%**	**100%**

Table 6.3b - Employees 2023-24: sexual orientation by working pattern (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Sexual orientation	Full time	Part time	Total
Heterosexual/Straight	80-85%	15-20%	**100%**
Lesbian, Gay or Bisexual	90-95%	10-15%	**100%**
Other/not sure	<5%	>95%	**100%**
Prefer not to say	80-85%	15-20%	**100%**
Total	80-85%	15-20%	**100%**

Table 6.4a - Employees 2023-24: sexual orientation by training, external qualifications

The percentages used below are based on 39 employees: 85% 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 6.4b - Employees 2023-24: sexual orientation by training, internal non-mandated

The percentages used below are based on 34 employees: 94% equality record completion.

Sexual orientation	Percentage
Heterosexual/Straight	90-95%
Lesbian, Gay or Bisexual	<5%
Other/not sure	<5%
Prefer not to say	5-10%
Total	**100%**

Table 6.5 - Recruitment 2023-24: Applicant sexual orientation by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

Sexual orientation	External & internal	Internal only	Total
Heterosexual/straight	75-80%	75-80%	75-80%
Lesbian, Gay or Bisexual	10-15%	<5%	10-15%
Other/not sure	<5%	<5%	<5%
Prefer not to say	5-10%	20-25%	5-10%
Total	**100%**	**100%**	**100%**

Table 6.6a - Recruitment 2023-24: Applicant sexual orientation by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

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

Table 6.6b - Recruitment 2023-24: Applicant sexual orientation by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Sexual orientation	Applied/withdrew	Interviewed	Appointed	Total
Heterosexual/ straight	60-65%	30-35%	5-10%	**100%**
Lesbian, Gay or Bisexual	60-65%	35-40%	5-10%	**100%**
Other/not sure	75-80%	<5%	25-30%	**100%**
Prefer not to say	70-75%	15-20%	5-10%	**100%**
Total	60-65%	25-30%	5-10%	**100%**

Table 6.7 - Leavers 2023-24: Sexual orientation distribution

The percentages used below are based on 18 employees: 75% equality record completion.

Sexual orientation	Percentage
Heterosexual/straight	80-85%
Lesbian, Gay or Bisexual	5-10%
Other/ not sure	<5%
Prefer not to say	10-15%
Total	**100%**

Section 7: Disability

Table 7.1 - Employees 2023-24: Disability distribution

The percentages used below are based on 336 employees: 88% equality record completion.

Disability	Percentage
Yes	20-25%
No	65-70%
Prefer not to say	10-15%
Total	**100%**

Table 7.2a - Employees 2023-24: Disability by grade bands (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Disability	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	20-25%	10-15%	25-30%	20-25%
No	65-70%	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 2023-24: Disability by grade bands (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 7.3a - Employees 2023-24: Disability by working pattern *(column totals)*

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 7.3b - Employees 2023-24: Disability by working pattern *(row totals)*

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 7.4a - Employees 2023-24: Disability by training, external qualifications

The percentages used below are based on 41 employees: 89% equality record completion.

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

Table 7.4b - Employees 2023-24: Disability by training, internal non-mandated

The percentages used below are based on 34 employees: 94% equality record completion.

Disability	Percentage
Yes	<5%
No	90-95%
Prefer not to say	5-10%
Total	**100%**

Table 7.5 - Recruitment 2023-24: Applicant disability by recruitment type

Disability	Internal & external	Internal only	Total
Yes	10-15%	15-20%	10-15%
No	75-80%	65-70%	75-80%
Prefer not to say	5-10%	15-20%	5-10%
Total	**100%**	**100%**	**100%**

Table 7.6a - Recruitment 2023-24: Applicant disability by recruitment stage (column totals)

Disability	Applied/withdrew	Interviewed	Appointed	Total
Yes	10-15%	15-20%	20-25%	10-15%
No	80-85%	75-80%	70-75%	75-80%
Prefer not to say	5-10%	5-10%	<5%	5-10%
Total	**100%**	**100%**	**100%**	**100%**

Table 7.6b - Recruitment 2023-24: Applicant disability by recruitment stage (row totals)

Disability	Applied/withdrew	Interviewed	Appointed	Total
Yes	55-60%	30-35%	10-15%	**100%**
No	60-65%	25-30%	5-10%	**100%**
Prefer not to say	50-55%	40-45%	<5%	**100%**
Total	60-65%	25-30%	5-10%	**100%**

Table 7.7 - Leavers 2023-24: Disability distribution

The percentages used below are based on 18 employees: 75% equality record completion.

Disability	Percentage
Yes	20-25%
No	70-75%
Prefer not to say	5-10%
Total	**100%**

Section 8: Marital status

Table 8.1 - Employees 2023-24: marital status distribution

The percentages used below are based on 231 employees: 61% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	30-35%
Married / Civil Partnership	50-55%
Divorced / Dissolved Civil Partnership	5-10%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	**100%**

Table 8.2a - Employees 2023-24: marital status by grade bands (column totals)

The percentages used below are based on 231 employees: 61% equality record completion.

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Never Married / Never in Civil Partnership	40-45%	30-35%	25-30%	30-35%
Married / Civil Partnership	40-45%	60-65%	50-55%	50-55%
Divorced / Dissolved Civil Partnership	5-10%	<5%	10-15%	5-10%
Separated	5-10%	<5%	<5%	<5%
Widowed / Surviving partner from Civil Partnership	5-10%	<5%	<5%	<5%
Prefer not to say	<5%	<5%	<%%	<5%
Total	**100%**	**100%**	**100%**	**100%**

Table 8.2b - Employees 2023-24: marital status by grade bands (row totals)

The percentages used below are based on 231 employees: 61% equality record completion.

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Never Married / Never in Civil Partnership	40-45%	40-45%	15-20%	**100%**
Married / Civil Partnership	25-30%	50-55%	15-20%	**100%**
Divorced / Dissolved Civil Partnership	30-35%	25-30%	35-40%	**100%**
Separated	>95%	<5%	<5%	**100%**

Marital status	Grades 1-3	Grades 4-6	Grades 7+	Total
Widowed / Surviving partner from Civil Partnership	>95%	<5%	<5%	**100%**
Prefer not to say	15-20%	65-70%	15-20%	**100%**
Total	30-35%	45-50%	15-20%	**100%**

Table 8.3a - Employees 2023-24: marital status by working pattern *(column totals)*

The percentages used below are based on 231 employees: 61% equality record completion.

Marital status	Full time	Part time	Total
Never Married / Never in Civil Partnership	35-40%	15-20%	30-35%
Married / Civil Partnership	45-50%	65-70%	50-55%
Divorced / Dissolved Civil Partnership	5-10%	<5%	5-10%
Separated	<5%	<5%	<5%
Widowed / Surviving partner from Civil Partnership	<5%	5-10%	<5%
Prefer not to say	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**

Table 8.3b - Employees 2023-24: marital status by working pattern *(row totals)*

The percentages used below are based on 231 employees: 61% equality record completion.

Marital status	Full time	Part time	Total
Never Married / Never in Civil Partnership	85-90%	10-15%	**100%**
Married / Civil Partnership	75-80%	20-25%	**100%**
Divorced / Dissolved Civil Partnership	90-95%	5-10%	**100%**
Separated	50-55%	50-55%	**100%**
Widowed / Surviving partner from Civil Partnership	25-30%	75-80%	**100%**
Prefer not to say	>95%	<5%	**100%**
Total	80-85%	15-20%	**100%**

Table 8.4a - Employees 2023-24: marital status by training, external qualifications

The percentages used below are based on 26 employees: 56% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	30-35%
Married / Civil Partnership	30-35%
Divorced / Dissolved Civil Partnership	30-35%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	**100%**

Table 8.4b - Employees 2023-24: marital status by training, internal non-mandated

The percentages used below are based on 29 employees: 81% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	35-40%
Married / Civil Partnership	55-60%
Divorced / Dissolved Civil Partnership	<5%
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	**100%**

Table 8.5 - Recruitment 2023-24: Applicant marital status by recruitment type

The percentages used below are based on 377 applications: 100% equality record completion.

Marital status	Internal & external	Internal only	Total
Never Married / Never in Civil Partnership	55-60%	60-65%	55-60%
Married / Civil Partnership	30-35%	15-20%	30-35%
Divorced / Dissolved Civil Partnership	5-10%	5-10%	5-10%
Separated	<5%	<5%	<5%
Widowed / Surviving partner from Civil Partnership	<5%	<5%	<5%
Prefer not to say	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**

Table 8.6a - Recruitment 2023-24: Applicant marital status by recruitment stage (column totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Marital status	Applied/withdrew	Interviewed	Appointed	Total
Never Married / Never in Civil Partnership	60-65%	50-55%	45-50%	55-60%
Married / Civil Partnership	30-35%	30-35%	25-30%	30-35%
Divorced / Dissolved Civil Partnership	<5%	5-10%	10-15%	5-10%
Separated	<5%	<5%	5-10%	<5%
Widowed / Surviving partner from Civil Partnership	<5%	<5%	<5%	<5%
Prefer not to say	<5%	<5%	<5%	<5%
Total	**100%**	**100%**	**100%**	**100%**

Table 8.6b - Recruitment 2023-24: Applicant marital status by recruitment stage (row totals)

The percentages used below are based on 377 applications: 100% equality record completion.

Marital status	Applied/withdrew	Interviewed	Appointed	Total
Never Married / Never in Civil Partnership	65-70%	25-30%	5-10%	**100%**
Married / Civil Partnership	60-65%	30-35%	5-10%	**100%**
Divorced / Dissolved Civil Partnership	30-35%	45-50%	15-20%	**100%**
Separated	60-65%	<5%	40-45%	**100%**
Widowed / Surviving partner from Civil Partnership	<5%	>95%	<5%	**100%**
Prefer not to say	50-55%	25-30%	20-25%	**100%**
Total	**60-65%**	**25-30%**	**5-10%**	**100%**

Table 8.7 - Leavers 2023-24: marital status distribution

The percentages used below are based on 12 employees: 50% equality record completion.

Marital status	Percentage
Never Married / Never in Civil Partnership	15-20%
Married / Civil Partnership	80-85%
Divorced / Dissolved Civil Partnership	<5%

Marital status	Percentage
Separated	<5%
Widowed / Surviving partner from Civil Partnership	<5%
Prefer not to say	<5%
Total	**100%**

Section 9: Care experience

Table 8.1 - Employees 2023-24: care experience distribution

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 8.2a - Employees 2023-24: care experience by grade bands (column totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Care experience	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	5-10%	<5%	<5%	5-10%
No	80-85%	85-90%	85-90%	80-85%
Prefer not to say	5-10%	10-15%	10-15%	10-15%
Total	**100%**	**100%**	**100%**	**100%**

Table 8.2b - Employees 2023-24: care experience by grade bands (row totals)

The percentages used below are based on 336 employees: 88% equality record completion.

Care experience	Grades 1-3	Grades 4-6	Grades 7+	Total
Yes	55-60%	30-35%	10-15%	**100%**
No	35-40%	45-50%	15-20%	**100%**
Prefer not to say	30-35%	45-50%	20-25%	**100%**
Total	35-40%	40-45%	15-20%	**100%**

Table 8.3a - Employees 2023-24: care experience by working pattern *(column totals)*

The percentages used below are based on 336 employees: 88% equality record completion.

Care experience	Full time	Part time	Total
Yes	5-10%	<5%	5-10%
No	80-85%	80-85%	80-85%
Prefer not to say	5-10%	10-15%	10-15%
Total	**100%**	**100%**	**100%**

Table 8.3b - Employees 2023-24: care experience by working pattern *(row totals)*

The percentages used below are based on 336 employees: 88% equality record completion.

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

Table 8.4a - Employees 2023-24: care experience by training, external qualifications

The percentages used below are based on 41 employees: 89% equality record completion.

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

Table 8.4b - Employees 2023-24: care experience by training, internal non-mandated

The percentages used below are based on 34 employees: 94% equality record completion.

Care experience	Percentage
Yes	<5%
No	90-95%
Prefer not to say	5-10%
Total	**100%**

Table 8.5 - Leavers 2023-24: care experience distribution

The percentages used below are based on 12 employees: 50% equality record completion.

Care experience	Percentage
Yes	<5%
No	90-95%
Prefer not to say	5-10
Total	**100%**