





Workforce Profile – Comparison March 2019 & October 2019

A break down of our staff according to Gender, Disability Status, Ethnicity, Age, Religion and Sexual Orientation.

  Indicate Positive Change.
  Indicate Negative Change.

Gender split



Female
 March - 82.25%
 October – 82.49%



Male
 March - 17.75%
 October – 17.51%

Disability breakdown

	March 2019	October 2019	Change
Declared Disability	1.73%	2.70%	
Nothing Declared	58.28%	45.41%	
Declared no Disability	39.98%	51.79%	
Prefer Not to Answer	(Was not available)	0.10%	

Ethnicity breakdown

	March 2019	October 2019	Change
BME	16.52%	17.45%	
White	68.75%	70.80%	
Not Stated	14.73%	11.74%	

Age Profile

Employee Age Group	Headcount		Change
	March 2019	October 2019	
<=20 Years	74	80	+6
21-25	412	445	+33
26-30	625	658	+33
31-35	648	653	+5
36-40	567	590	+23
41-45	549	544	-5
46-50	665	672	+7
51-55	671	713	+42
56-60	442	461	+19
61-65	186	197	+11
66-70	50	46	-4
>=71 Years	13	17	+4
Grand Total	4902	5076	+174

Religion/faith breakdown

Religious Belief	% of Workforce		Change
	March 2019	October 2019	
Atheism	5.92%	8.12%	
Buddhism	0.20%	0.28%	
Christianity	30.76%	35.93%	
Hinduism	1.47%	1.69%	
Chose not to disclose	40.31%	34.71%	
Islam	2.67%	3.27%	
Other	3.92%	4.87%	
Sikhism	1.29%	1.42%	
Undefined	13.44%	9.63%	
Judaism	0.02%	0.04%	

Sexual Orientation

Sexual Orientation	% of Workforce		Change
	March 2019	October 2019	
Bisexual	0.10%	0.26%	
Gay or Lesbian	0.88%	1.20%	
Heterosexual	46.94%	56.93%	
Chose not to disclose	38.72%	31.91%	
Undefined	13.36%	9.55%	
Other	(Was not available)	0.08%	
Undecided	(Was not available)	0.06%	