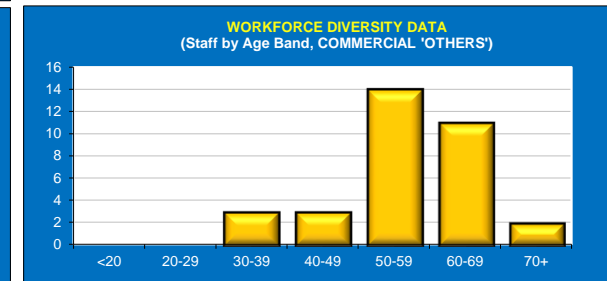
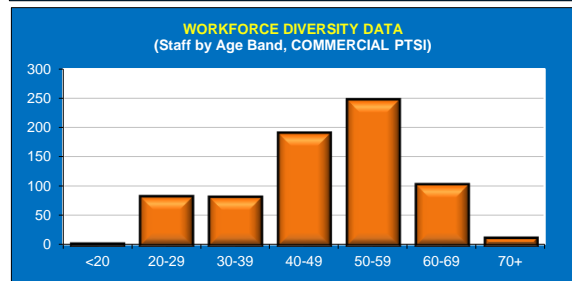
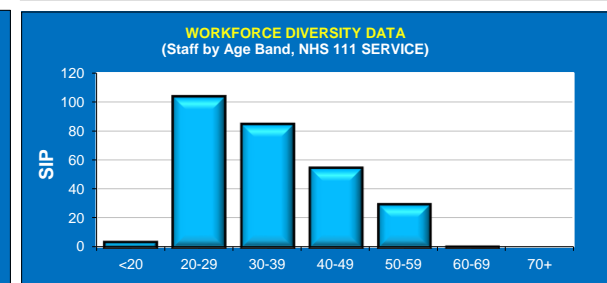
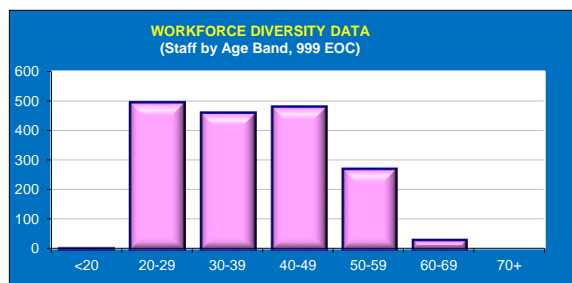
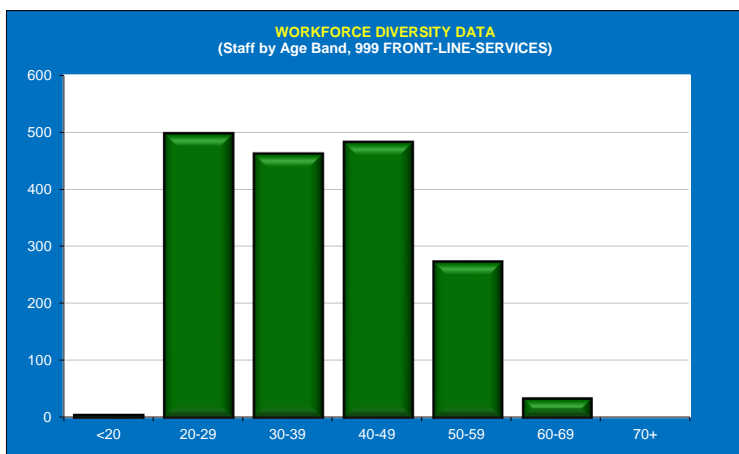
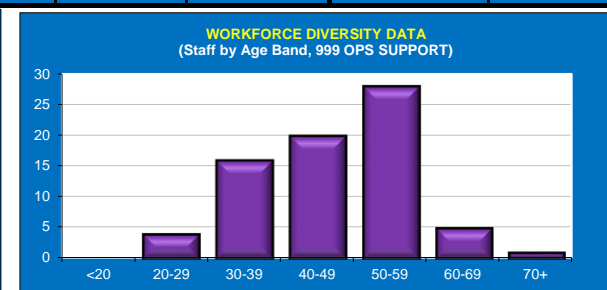
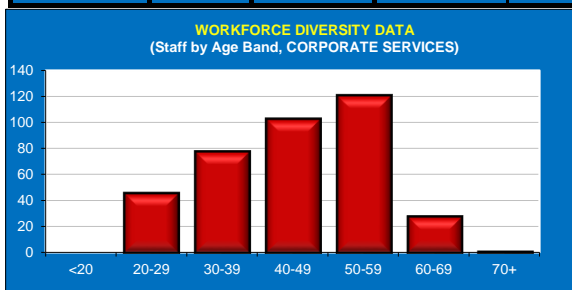
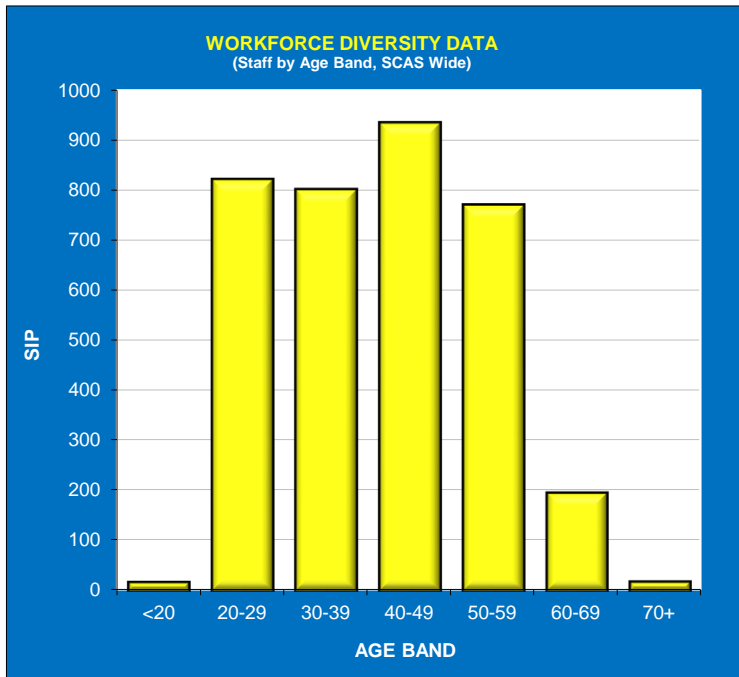




WORKFORCE: DIVERSITY (AGE)

WORKFORCE (BY AGE, DIRECTORATE)								
	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
<20	18	0	0	5	4	5	4	0
20-29	823	46	4	497	104	88	84	0
30-39	803	78	16	462	85	76	83	3
40-49	936	103	20	482	55	82	191	3
50-59	772	121	28	273	30	59	247	14
60-69	197	28	5	34	1	14	104	11
70+	19	1	1	0	0	1	14	2
Total	3568	377	74	1753	279	325	727	33

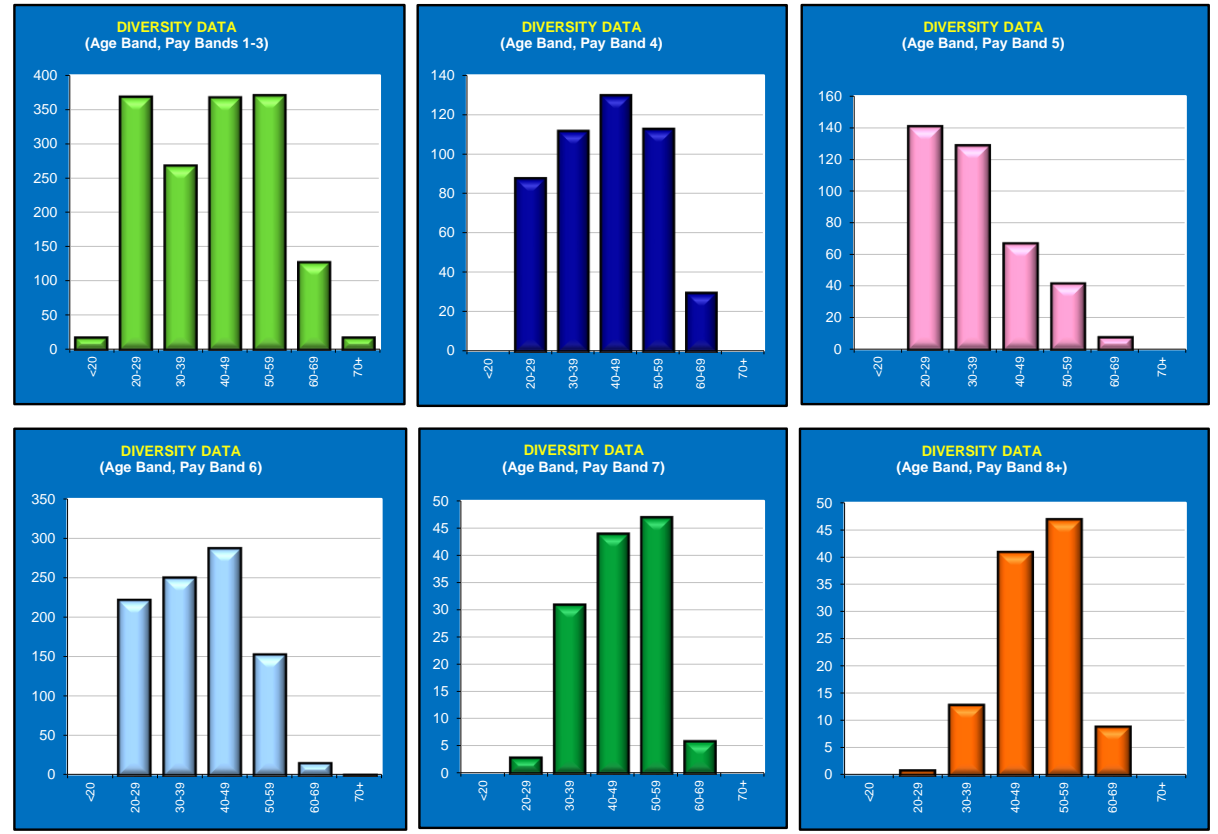
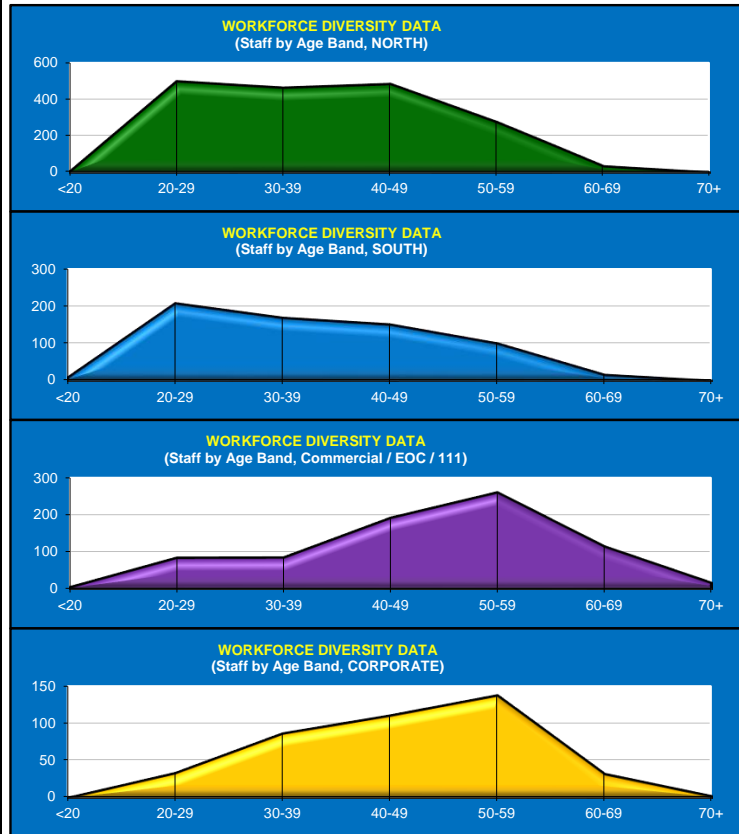




WORKFORCE: DIVERSITY (AGE)

WORKFORCE (BY AGE, BY HR CLUSTER)					
	SCAS	999	CCC	CS	CORP
<20	18	5	9	4	
20-29	823	497	209	84	33
30-39	803	462	170	85	86
40-49	936	482	152	192	110
50-59	772	273	101	261	137
60-69	197	34	16	115	32
70+	19		1	16	2
Total	3568	1753	658	757	400

WORKFORCE (BY AGE, AFC PAY BAND)							
	SCAS	1-3	4	5	6	7	8+
<20	18	18					
20-29	823	368	88	141	222	3	1
30-39	803	268	112	129	250	31	13
40-49	936	367	130	67	287	44	41
50-59	772	370	113	42	153	47	47
60-69	197	128	30	8	16	6	9
70+	19	18			1		
Total	3568	1537	473	387	929	131	111

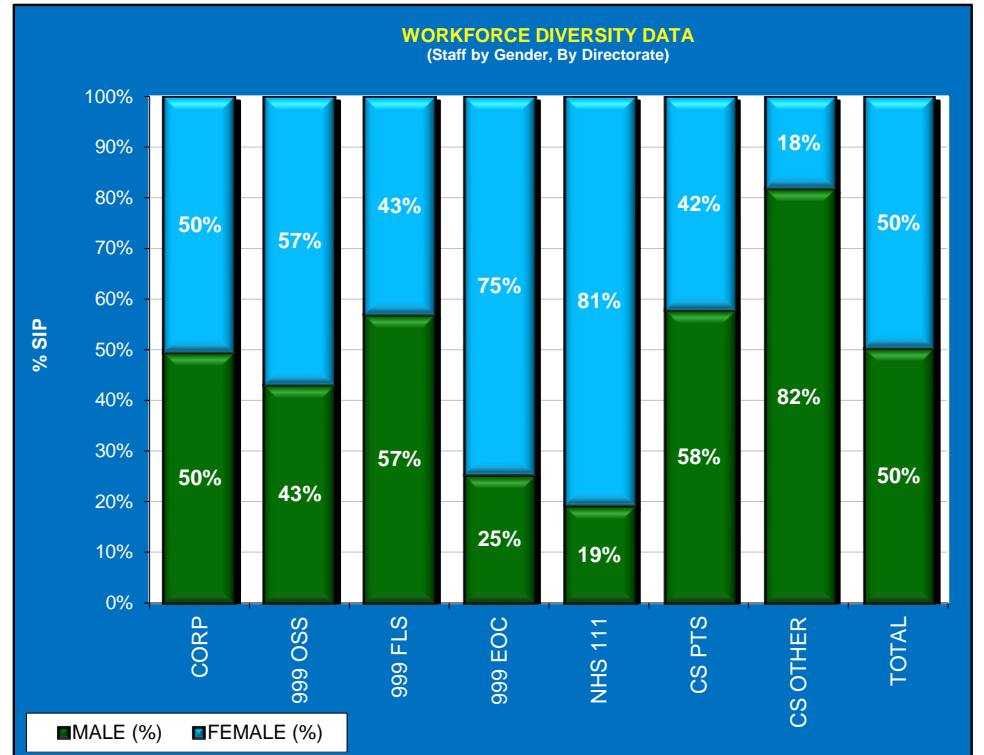
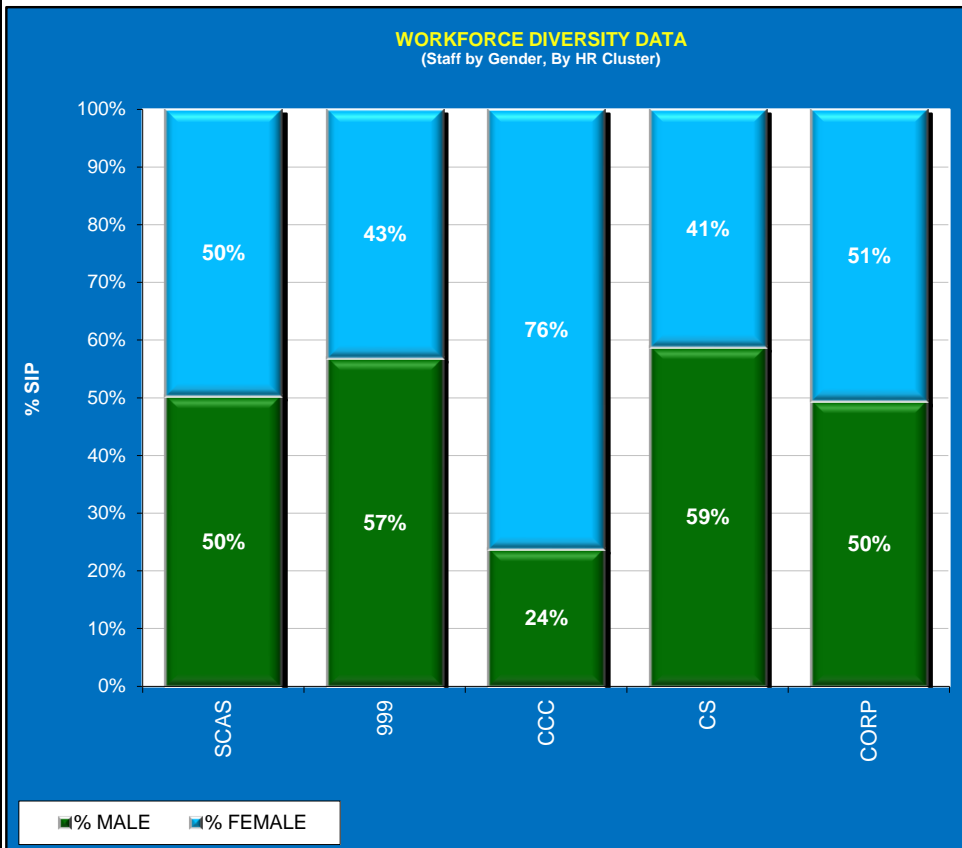




WORKFORCE: DIVERSITY (GENDER)

WORKFORCE (BY GENDER, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
MALE	1800	999	157	446	198
% MALE	50%	57%	24%	59%	50%
FEMALE	1768	754	501	311	202
% FEMALE	50%	43%	76%	41%	51%
Total	3568	1753	658	757	400

WORKFORCE (BY GENDER, BY DIRECTORATE)					
	MALE	MALE (%)	FEMALE	FEMALE (%)	Total SIP
CORP	187	50%	190	50%	377
999 OSS	32	43%	42	57%	74
999 FLS	999	57%	754	43%	1753
999 EOC	71	25%	208	75%	279
NHS 111	63	19%	262	81%	325
CS PTS	421	58%	306	42%	727
CS OTHER	27	82%	6	18%	33
TOTAL	1800	50%	1768	50%	3568

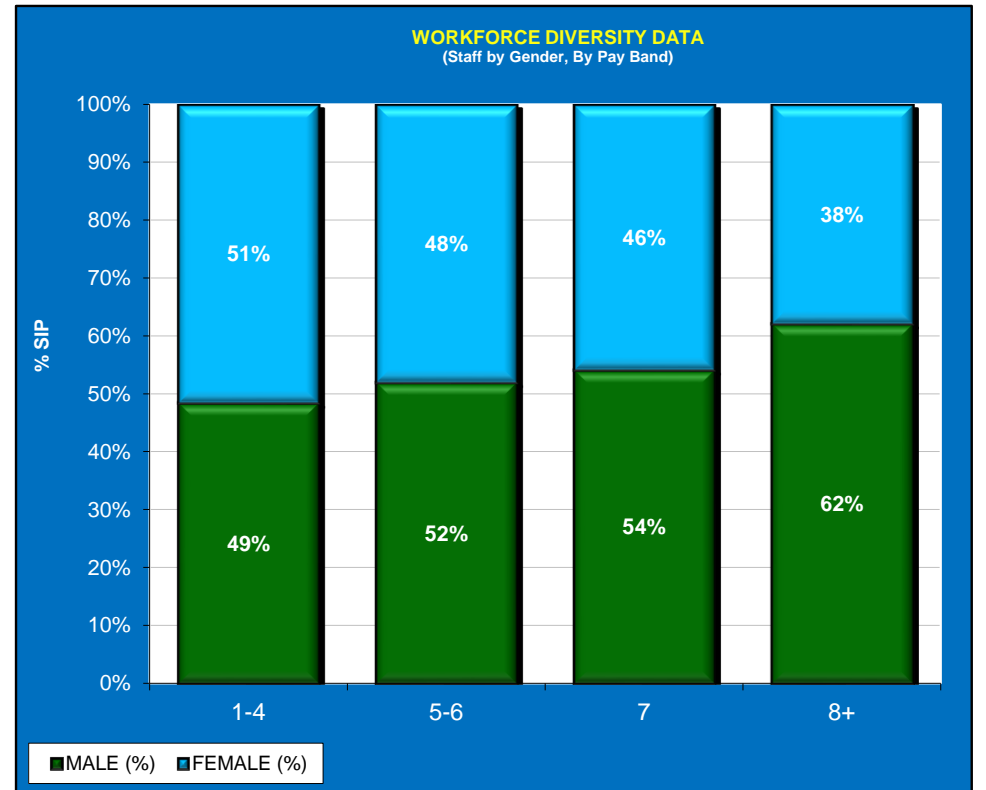
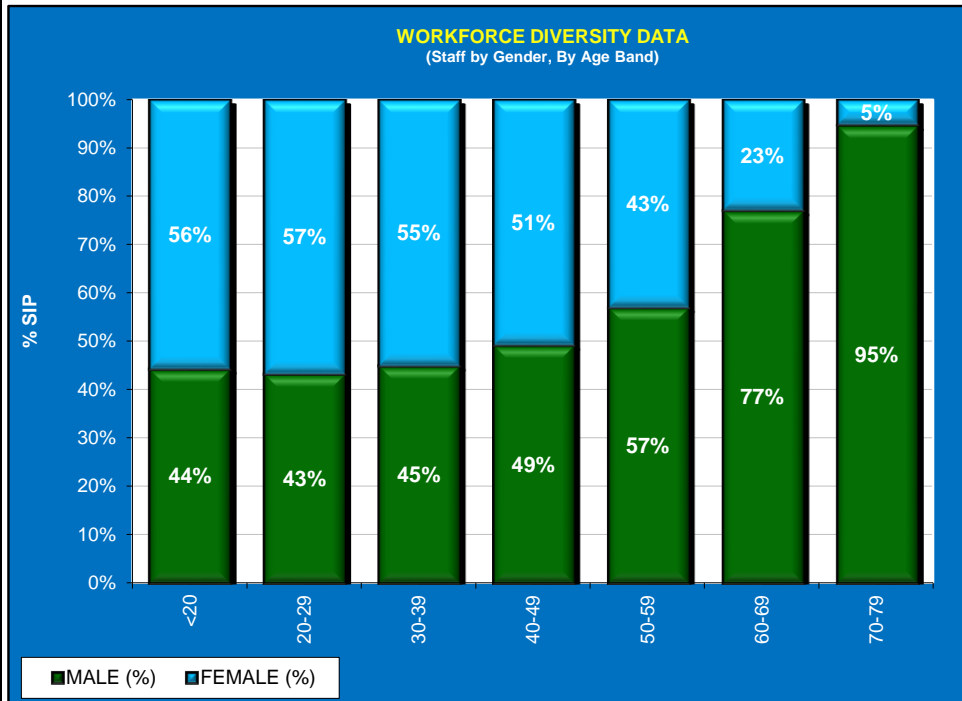




WORKFORCE: DIVERSITY (GENDER)

WORKFORCE (BY GENDER, BY AGE BAND)					
AGE GROUP	MALE	MALE (%)	FEMALE	FEMALE (%)	Total SIP
<20	8	44%	10	56%	18
20-29	357	43%	466	57%	823
30-39	362	45%	441	55%	803
40-49	462	49%	474	51%	936
50-59	441	57%	331	43%	772
60-69	152	77%	45	23%	197
70-79	18	95%	1	5%	19
Total	1800	50%	1768	50%	3568

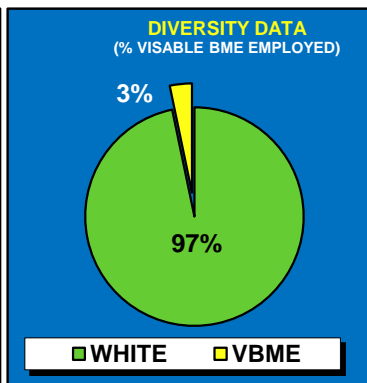
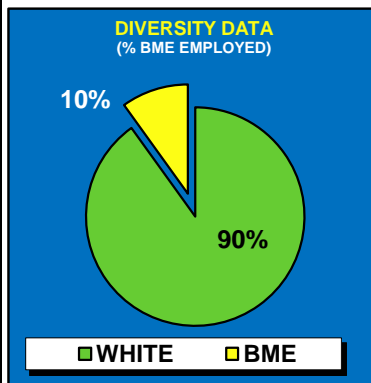
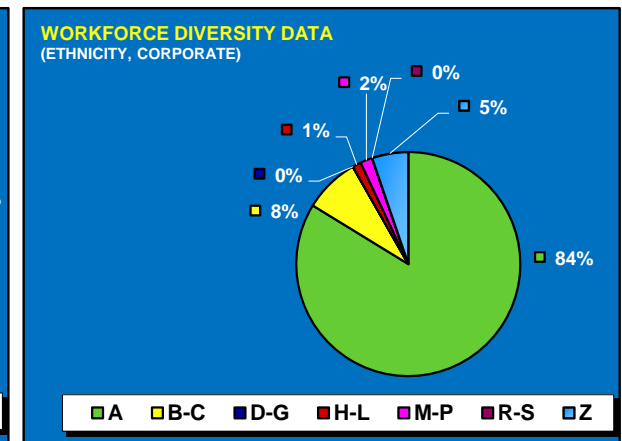
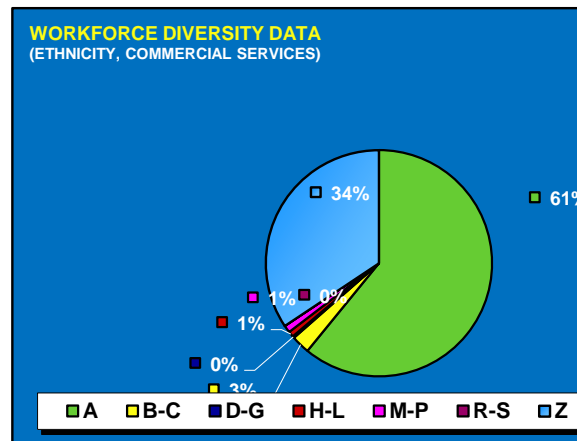
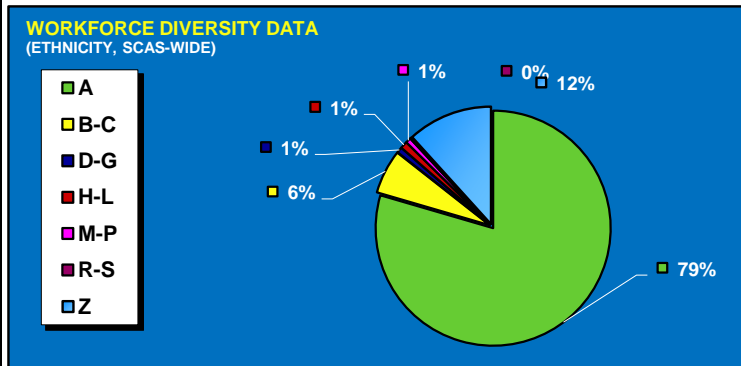
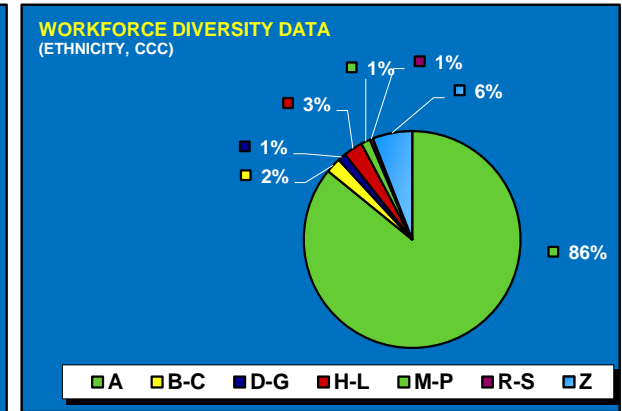
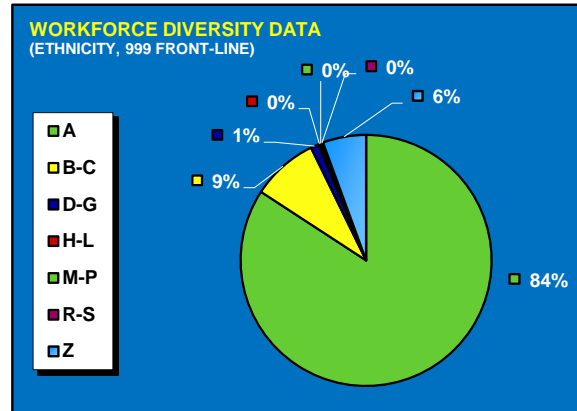
WORKFORCE (BY GENDER, BY AFC PAY-BAND)					
	MALE	MALE (%)	FEMALE	FEMALE (%)	Total SIP
1-4	975	49%	1035	51%	2010
5-6	685	52%	631	48%	1316
7	71	54%	60	46%	131
8+	69	62%	42	38%	111
Total	1800	50%	1768	50%	3568





WORKFORCE: DIVERSITY (ETHNIC ORIGIN)

WORKFORCE (BY ETHNICITY, BY CLUSTER)					
Category	SCAS	999	CCC	CS	CORP
A	2837	1476	565	461	335
B-C	217	150	15	20	32
D-G	28	18	8	2	0
H-L	35	5	19	6	5
M-P	26	2	9	8	7
R-S	7	4	3	0	0
Z	418	98	39	260	21
Total	3568	1753	658	757	400
WHITE	2837	1476	565	461	335
BME	313	179	54	36	44
VBME	96	29	39	16	12
Not Disclosed	418	98	39	260	21

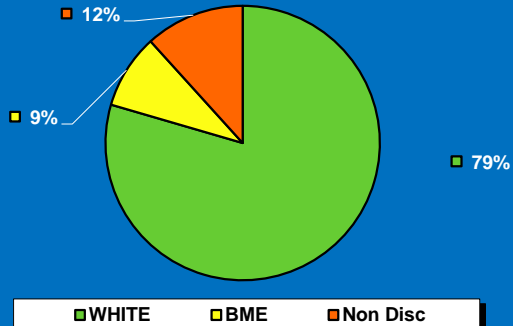


Ethnicity Codes			
A	White - British	J	Asian or Asian British - Pakistani
B	White - Irish	L	Asian or Asian British - Any other Asian background
C	White - Any other White background	M	Black or Black British - Caribbean
D	Mixed - White & Black Caribbean	N	Black or Black British - African
E	Mixed - White & Black African	P	Black Nigerian / Black British
F	Mixed - White & Asian	R	Chinese
G	Mixed - Any other mixed background	S	Other Specified
H	Asian or Asian British - Indian	Z	Not Stated



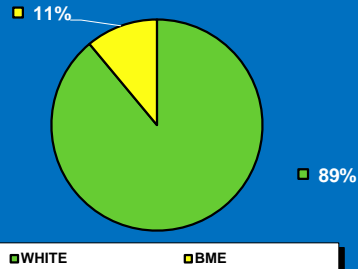
WORKFORCE: DIVERSITY (ETHNIC ORIGIN)

WORKFORCE DIVERSITY DATA
(ETHNICITY, SCAS)

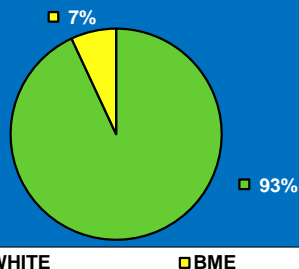


WORKFORCE (BY ETHNICITY, DIRECTORATE)								
Category	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
A	2837	314	67	1476	256	260	434	30
B-C	217	28	4	150	4	11	18	2
D-G	28	0	0	18	3	5	2	0
H-L	35	5	0	5	3	16	6	0
M-P	26	6	1	2	1	8	8	0
R-S	7	0	0	4	1	2	0	0
Z	418	24	2	98	11	23	259	1
Total	3568	377	74	1753	279	325	727	33
WHITE	2837	314	67	1476	256	260	434	30
BME	313	39	5	179	12	42	34	2
VBME	96	11	1	29	8	31	16	0
Non Disc	418	24	2	98	11	23	259	1

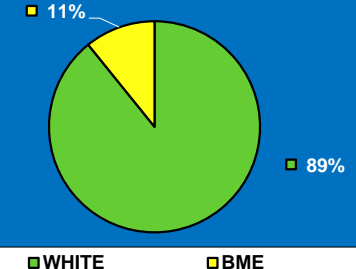
WORKFORCE DIVERSITY DATA
(ETHNICITY, Corporate)



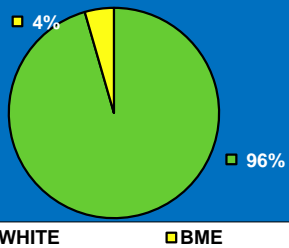
WORKFORCE DIVERSITY DATA
(ETHNICITY, 999 OSS)



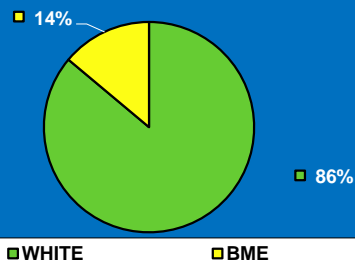
WORKFORCE DIVERSITY DATA
(ETHNICITY, 999 FLS)



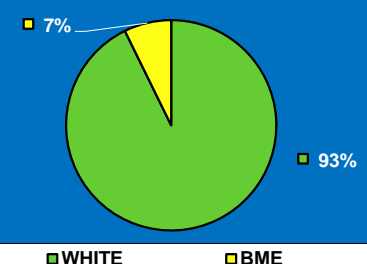
WORKFORCE DIVERSITY DATA
(ETHNICITY, 999 EOC)



WORKFORCE DIVERSITY DATA
(ETHNICITY, NHS 111)

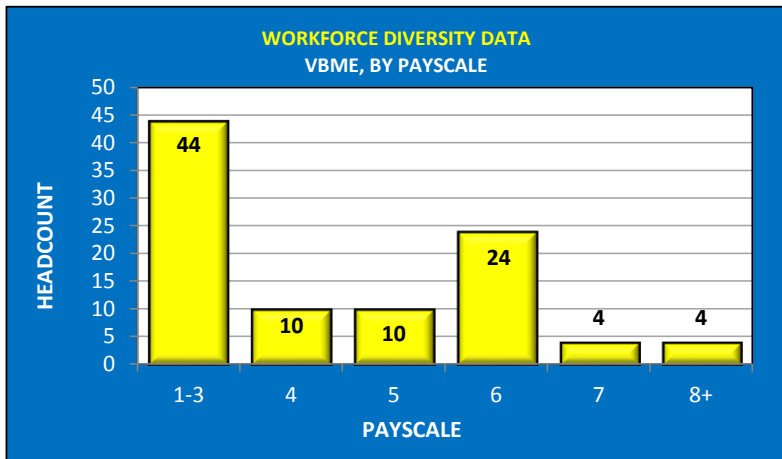


WORKFORCE DIVERSITY DATA
(ETHNICITY, COMMERCIAL PTS)



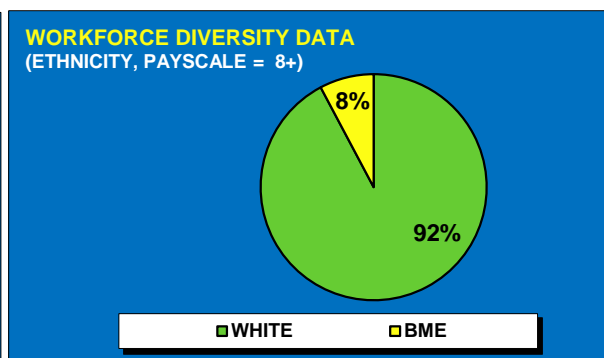
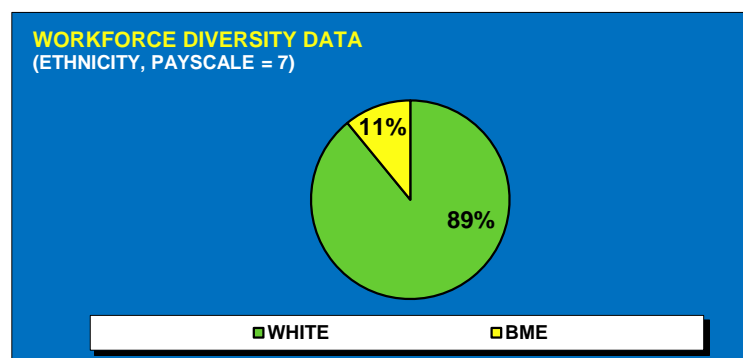
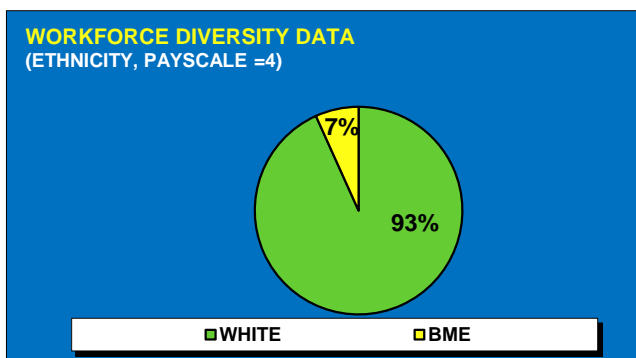
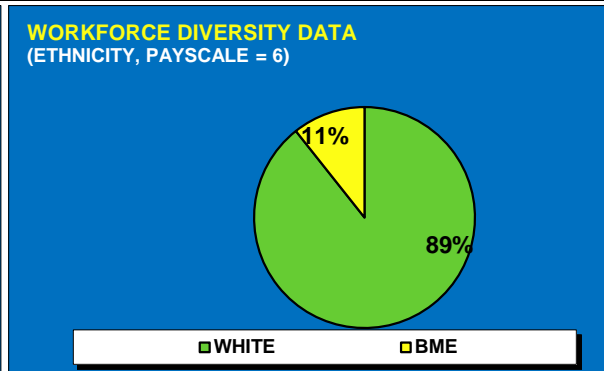
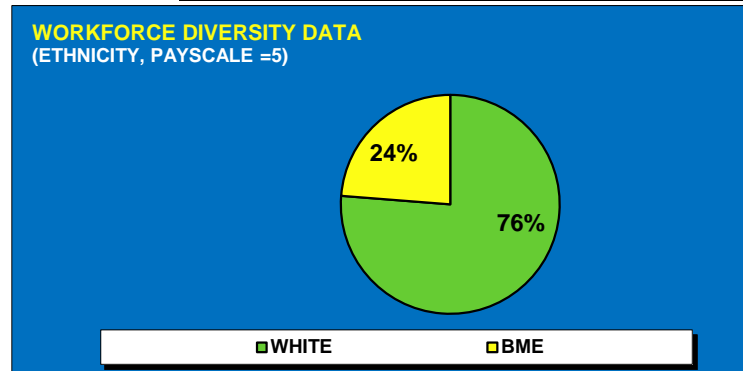
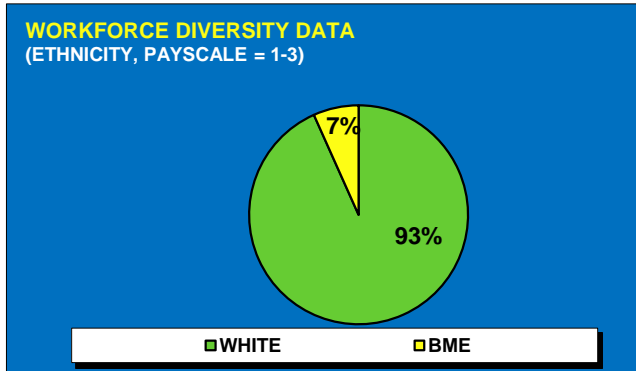


WORKFORCE: DIVERSITY (ETHNIC ORIGIN)



WORKFORCE (BY ETHNICITY, BY AFC PAY BAND)

	SCAS	1-3	4	5	6	7	8+
A	2837	1212	387	276	761	106	95
B-C	217	43	18	76	67	9	4
D-G	28	9	8	1	9	1	0
H-L	35	21	1	5	4	2	2
M-P	26	13	0	2	8	1	2
R-S	7	1	1	2	3	0	0
Z	418	238	58	25	77	12	8
Total	3568	1537	473	387	929	131	111
WHITE	2837	1212	387	276	761	106	95
BME	313	87	28	86	91	13	8
VBME	96	44	10	10	24	4	4
Not Disclosed	418	238	58	25	77	12	8
% BME	9.9%	6.7%	6.7%	23.8%	10.7%	10.9%	7.8%

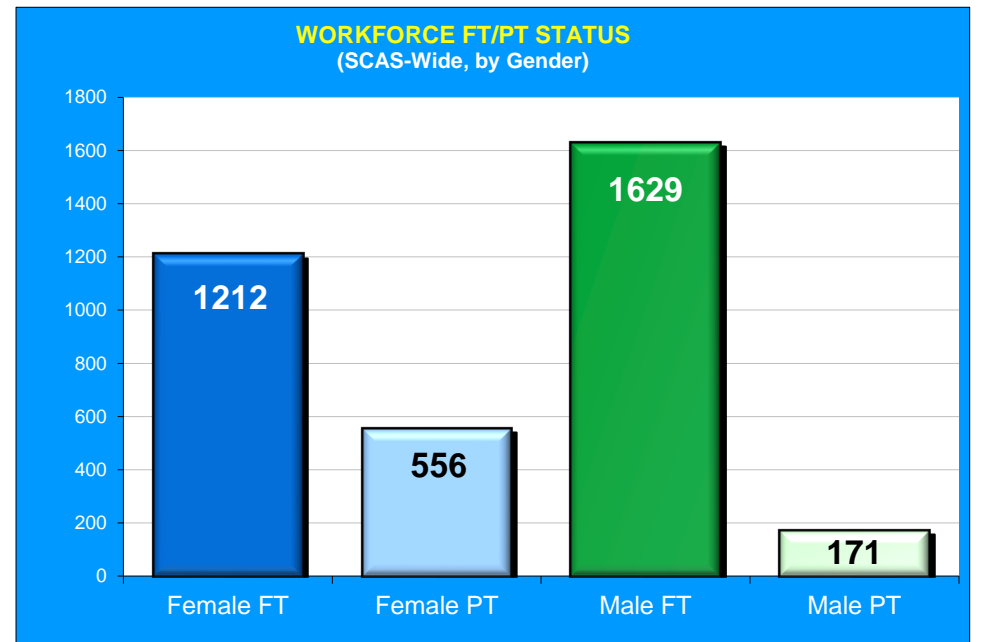
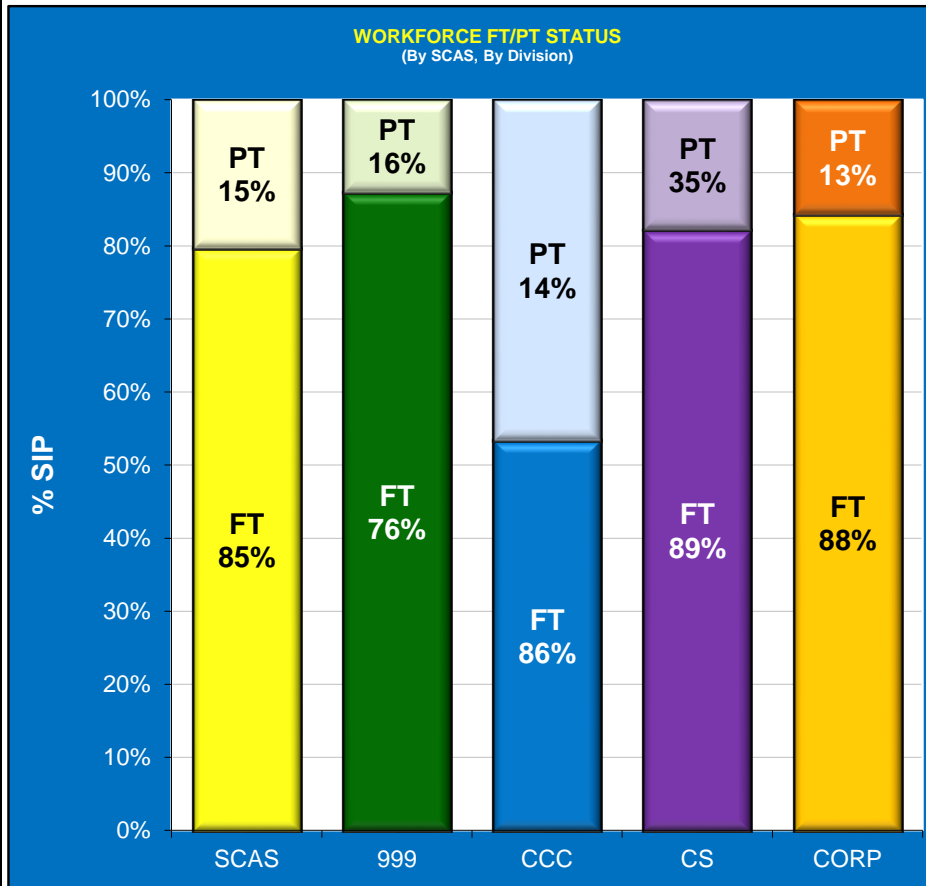




WORKFORCE: DIVERSITY (FT / PT STATUS)

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	999	CCC	CS	CORP
Total SIP	3568	1753	658	757	400
Total Full Time	2841	1531	351	622	337
Total Part Time	727	222	307	135	63
% Total FT	80%	87%	53%	82%	84%
% Total PT	20%	13%	47%	18%	16%

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	999	CCC	CS	CORP
Female Total	1768	754	501	311	202
% Female Total	50%	43%	76%	41%	51%
Female FT	1212	603	231	228	150
% Female FT	34%	34%	35%	30%	38%
Female PT	556	151	270	83	52
% Female PT	16%	9%	41%	11%	13%
Male Total	1800	999	157	446	198
% Male Total	50%	57%	24%	59%	50%
Male FT	1629	928	120	394	187
% Male FT	46%				
Male PT	171	71	37	52	11
% Male PT	5%	4%	6%	7%	3%





WORKFORCE: DIVERSITY (MISC DATA)

WORKFORCE (RELIGIOUS BELIEF, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
Atheism	635	392	137	46	60
Buddhism	16	7	5	3	1
Christianity	1591	783	297	284	227
Hinduism	10	1	6		3
Islam	8	1	4	3	
Other	312	157	87	47	21
Non-Disclosure	996	412	122	374	88
Total	3568	1753	658	757	400

WORKFORCE (SEXUAL ORIENTATION, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
LGB	150	83	37	19	11
Heterosexual	2596	1354	547	381	314
Non-Disclosure	822	316	74	357	75
Total	3568	1753	658	757	400

WORKFORCE (MARITAL STATUS, BY CLUSTER)						
	SCAS	999	CCC	CS	CORP	
Civil Partnership	34	20	5	7	2	
Divorced	158	72	31	33	22	
Legally Separated	40	24	6	8	2	
Married	1205	567	226	218	194	
Single	1159	675	272	115	97	
Widowed	5	2		2	1	
Non-Disclosure	967	393	118	374	82	
Total	3568	1753	658	757	400	

WORKFORCE (DISABLED STATUS, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
Yes	154	77	35	17	25
No	2619	1378	538	403	300
Non-Disclosure	795	298	85	337	75
Total	3568	1753	658	757	400

NATIONALITY	British	EU	Non-EU	NON DISC	Total
	3069	130	66	303	3568

% DIVERSITY DATA MISSING					
	SCAS	999	CCC	CS	CORP
Ethnicity	12%	6%	6%	34%	5%
Religious Beliefs	28%	24%	19%	49%	22%
Sexual Orientation	23%	18%	11%	47%	19%
Marital Status	27%	22%	18%	49%	21%
Disability	22%	17%	13%	45%	19%
Nationality	8%				
Total Information	26971	13400	4672	3731	5168
DATA	13345	7248	2852	1965	1280
NON DISCLOSURE	3738	1517	438	1463	320
% Not Disclosed	14%	11%	9%	39%	6%

