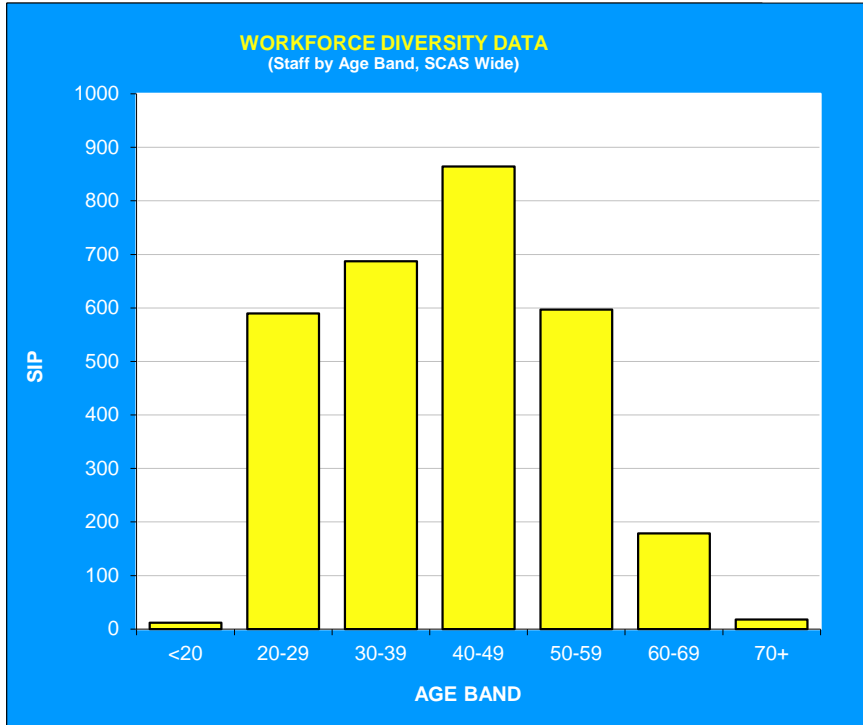
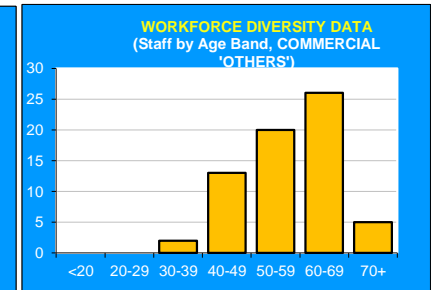
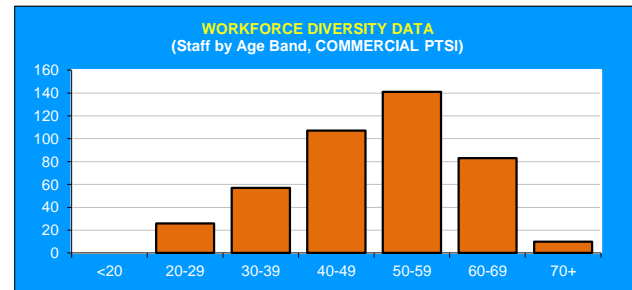
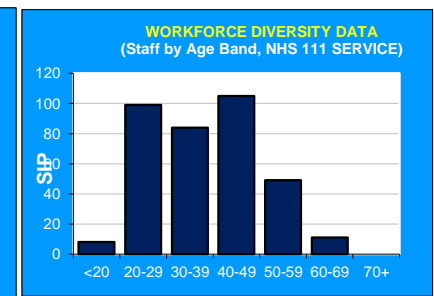
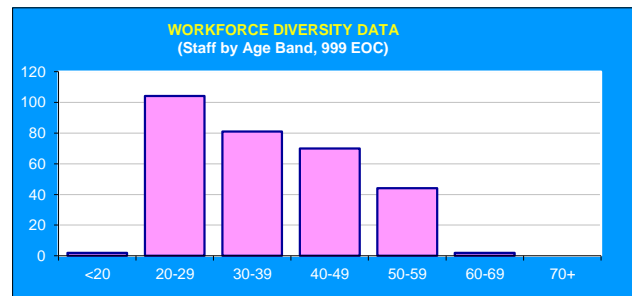
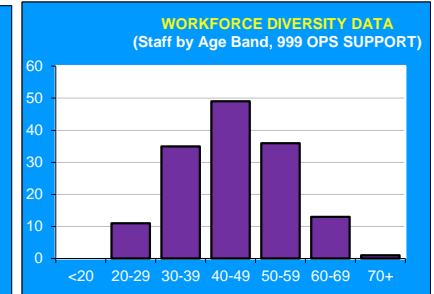
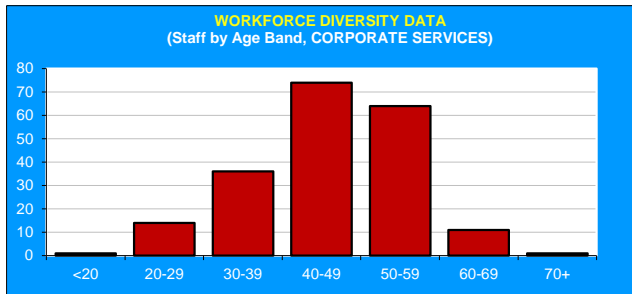
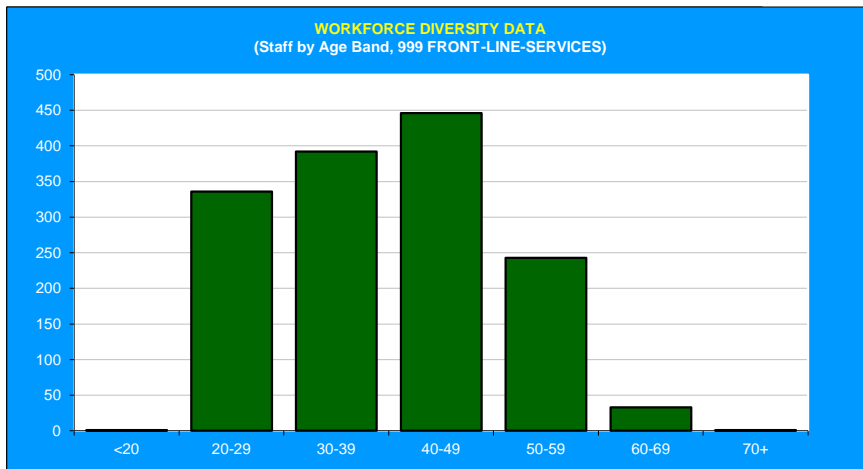




WORKFORCE: DIVERSITY (AGE)



WORKFORCE (BY AGE, DIRECTORATE)									
	PREVIOUS	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
<20	16	12	1		1	2	8		
20-29	594	590	14	11	336	104	99	26	
30-39	720	687	36	35	392	81	84	57	2
40-49	813	864	74	49	446	70	105	107	13
50-59	536	597	64	36	243	44	49	141	20
60-69	129	179	11	13	33	2	11	83	26
70+	14	18	1	1	1			10	5
Total	2822	2947	201	145	1452	303	356	424	66

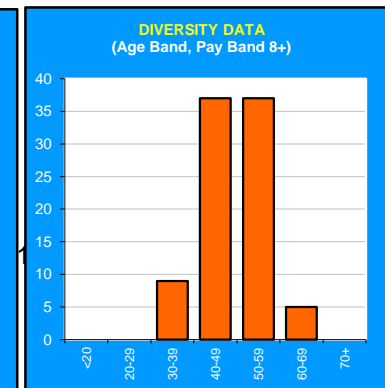
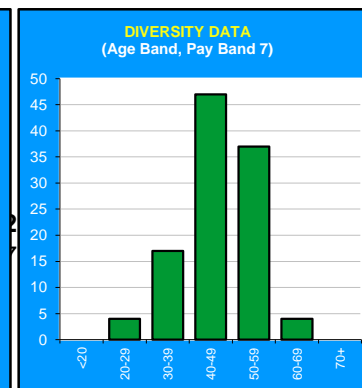
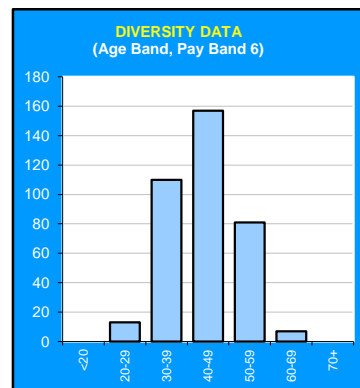
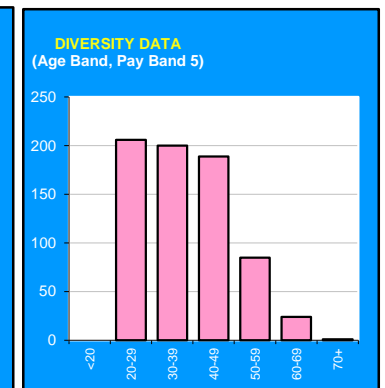
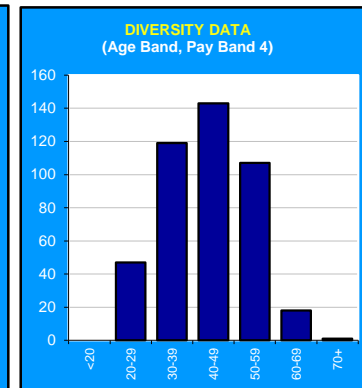
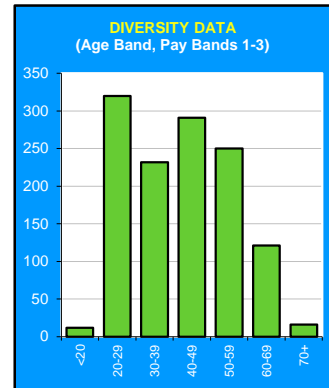
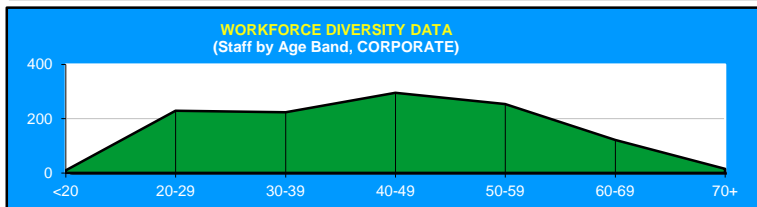
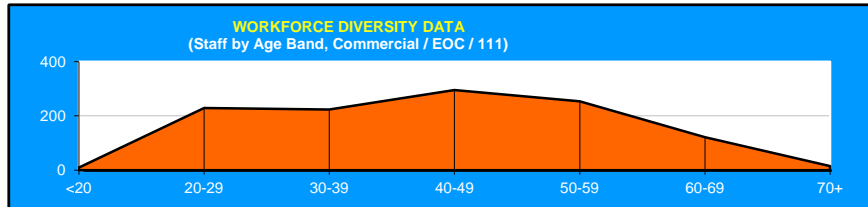
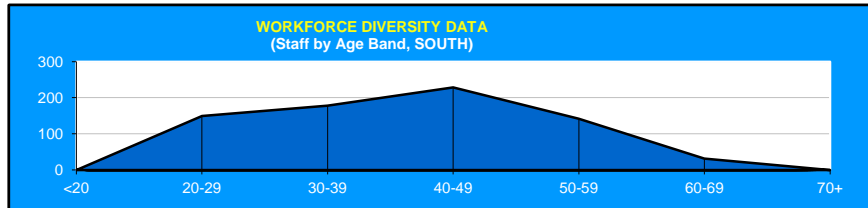
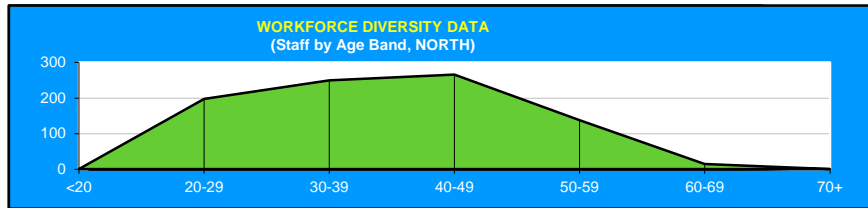




WORKFORCE: DIVERSITY (AGE)

WORKFORCE (BY AGE, BY HR CLUSTER)						
	2013-14	SCAS	999 N	999 S	CS/EOC/11	CORP
<20	16	12		1	10	1
20-29	594	590	197	150	229	14
30-39	720	687	249	178	224	36
40-49	813	864	266	229	295	74
50-59	536	597	137	142	254	64
60-69	129	179	14	32	122	11
70+	14	18	1	1	15	1
Total	2822	2947	864	733	1149	201

WORKFORCE (BY AGE, AFC PAY BAND)								
	2013-14	SCAS	1-3	4	5	6	7	8+
<20	16	12	12					
20-29	594	590	320	47	206	13	4	
30-39	720	687	232	119	200	110	17	9
40-49	813	864	291	143	189	157	47	37
50-59	536	597	250	107	85	81	37	37
60-69	129	179	121	18	24	7	4	5
70+	14	18	16	1	1			
Total	2822	2947	1242	435	705	368	109	88

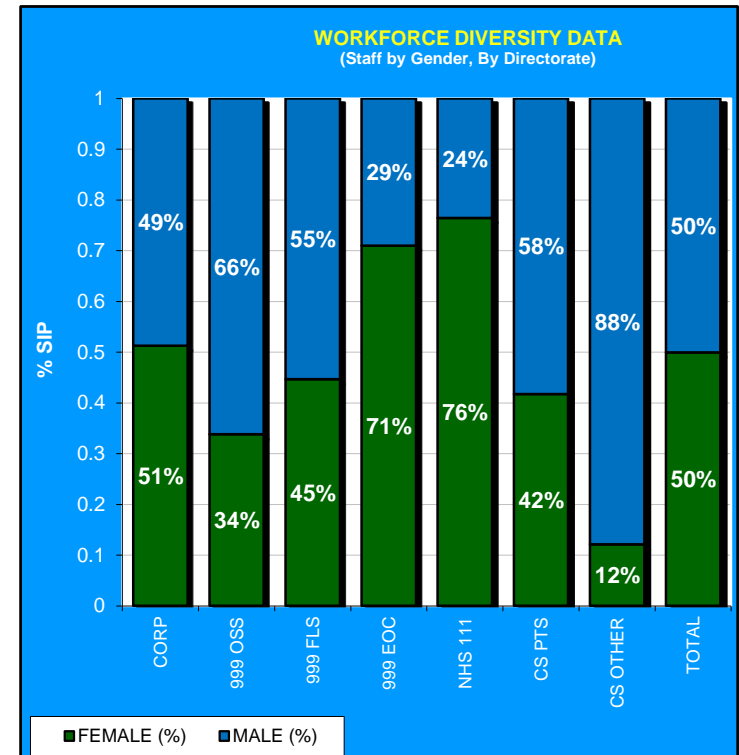
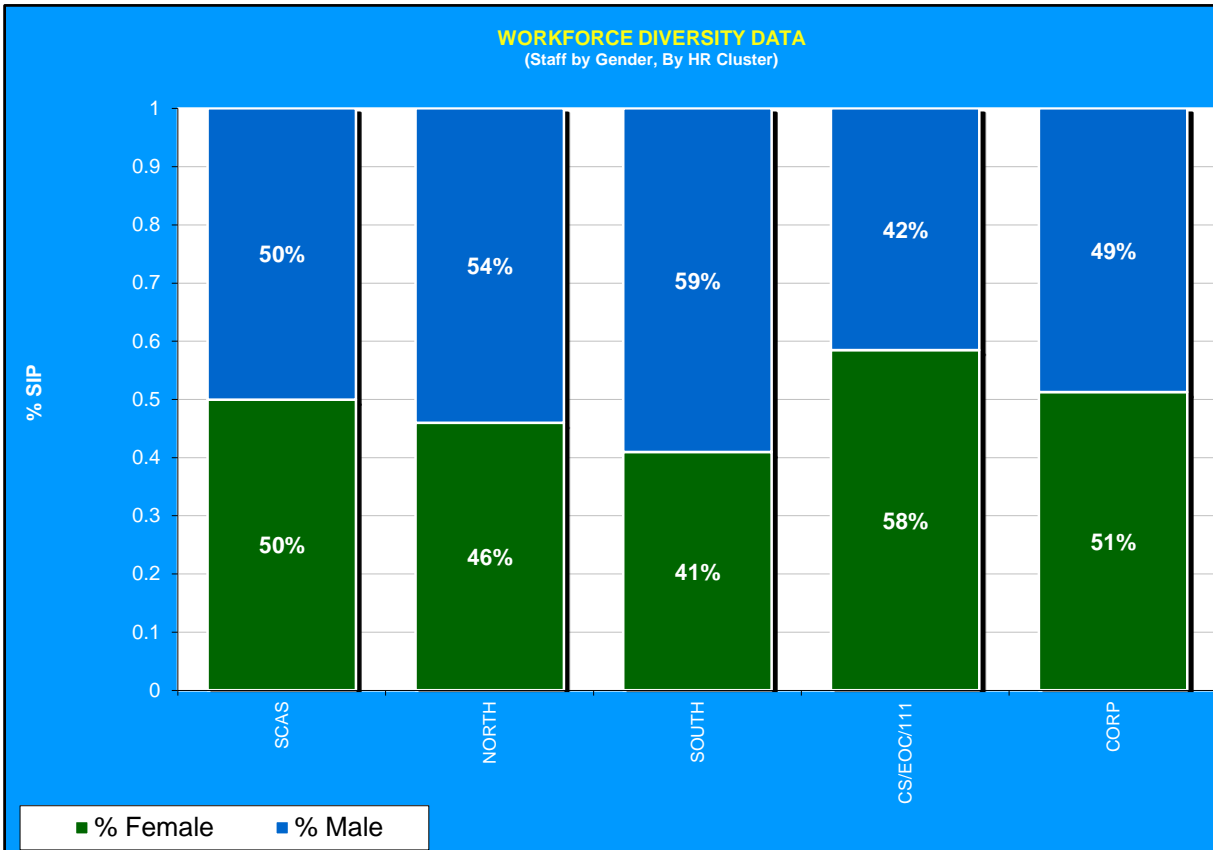




WORKFORCE: DIVERSITY (GENDER)

WORKFORCE (BY GENDER, BY CLUSTER)						
	2013-14	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Male	1411	1475	467	433	477	98
% Male	50%	50%	54%	59%	42%	49%
Female	1411	1472	397	300	672	103
% Female	50%	50%	46%	41%	58%	51%
Total	2822	2947	864	733	1149	201

WORKFORCE (BY GENDER, BY DIRECTORATE)						
	MALE (SIP)	MALE (%)	FEMALE (SIP)	FEMALE (%)	Total SIP	2013-14
CORP	98	49%	103	51%	201	185
999 OSS	96	66%	49	34%	145	144
999 FLS	804	55%	648	45%	1452	1477
999 EOC	88	29%	215	71%	303	299
NHS 111	84	24%	272	76%	356	329
CS PTS	247	58%	177	42%	424	321
CS OTHER	58	88%	8	12%	66	67
TOTAL	1475	50%	1472	51%	2947	2822

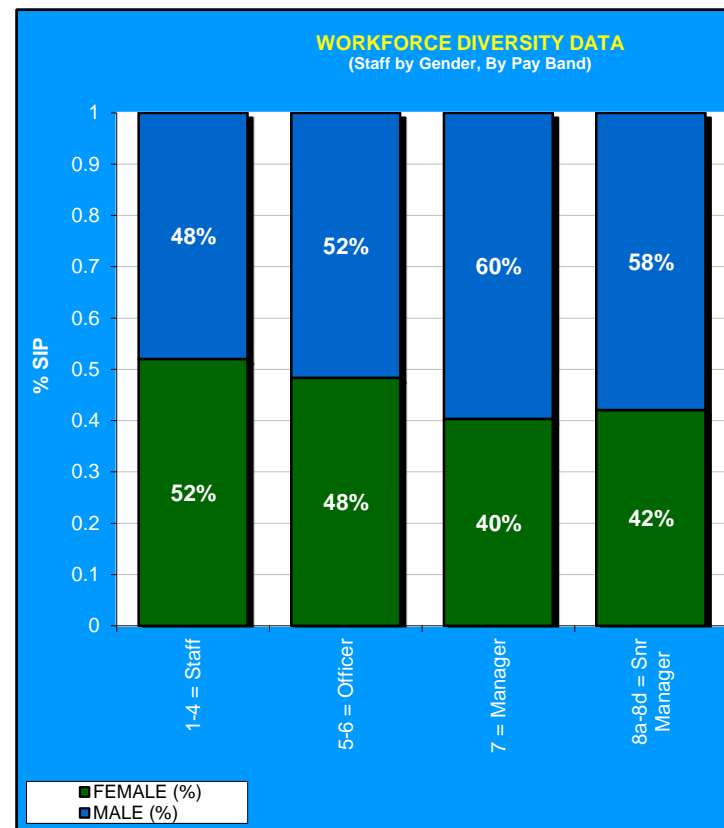
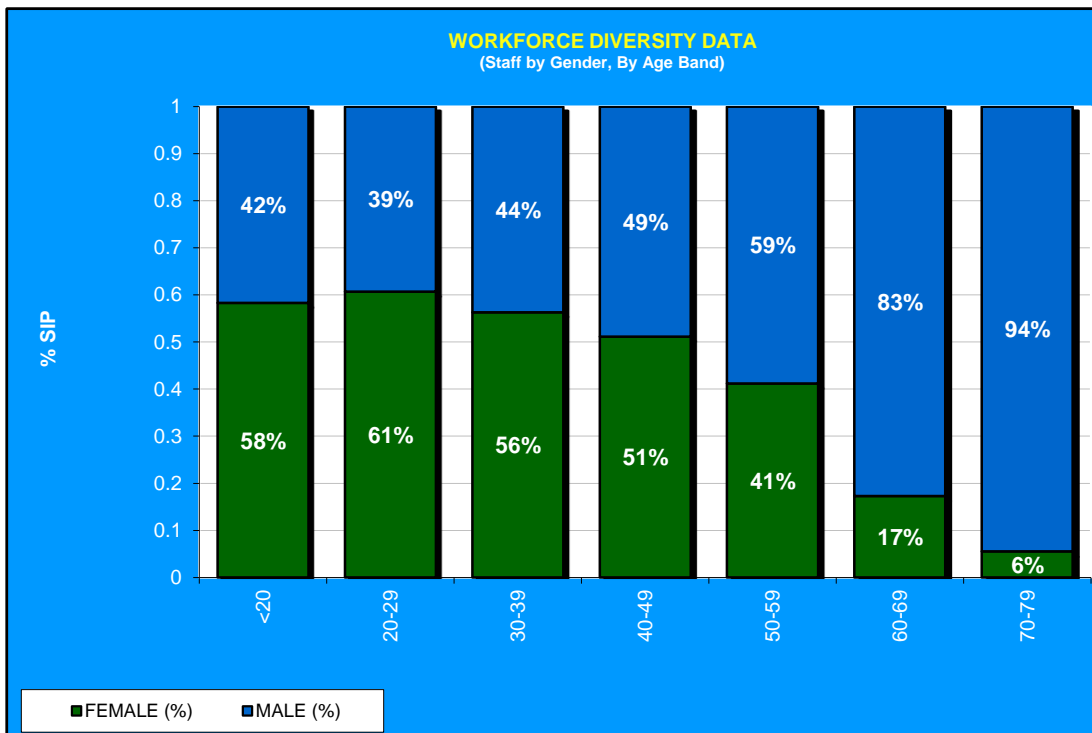




WORKFORCE: DIVERSITY (GENDER)

WORKFORCE (BY GENDER, BY AGE BAND)						
AGE GROUP	MALE (SIP)	MALE (%)	FEMALE (SIP)	FEMALE (%)	Total SIP	2013-14
<20	5	42%	7	58%	12	16
20-29	232	39%	358	61%	590	594
30-39	300	44%	387	56%	687	720
40-49	422	49%	442	51%	864	813
50-59	351	59%	246	41%	597	536
60-69	148	83%	31	17%	179	129
70-79	17	94%	1	6%	18	14
Total	1475	50%	1472	50%	2947	2822

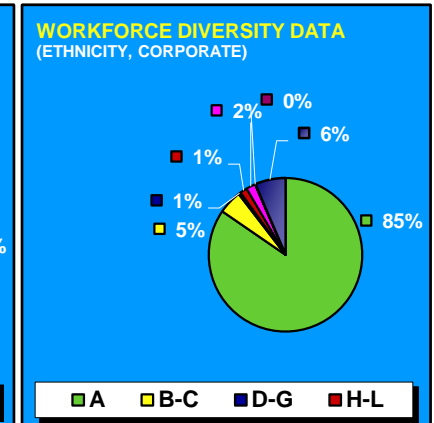
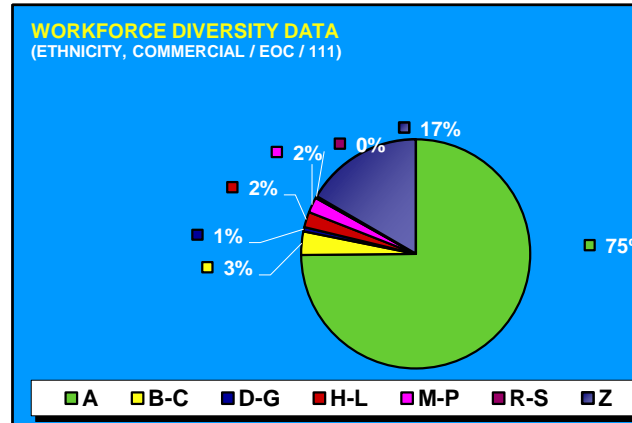
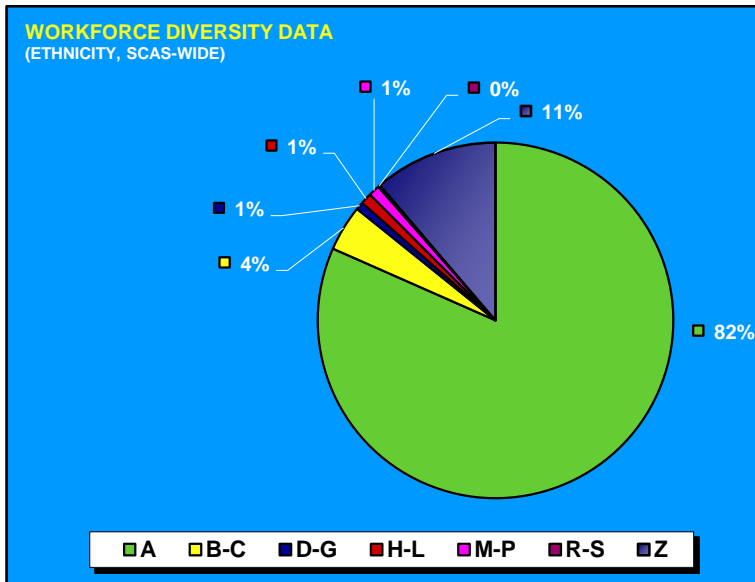
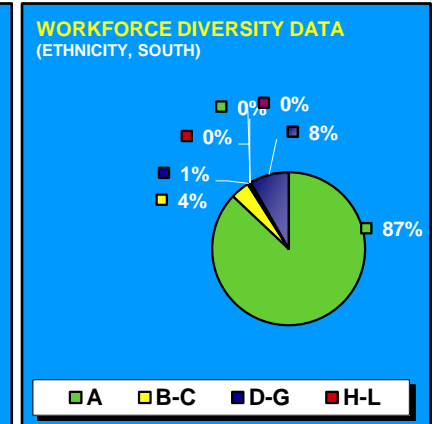
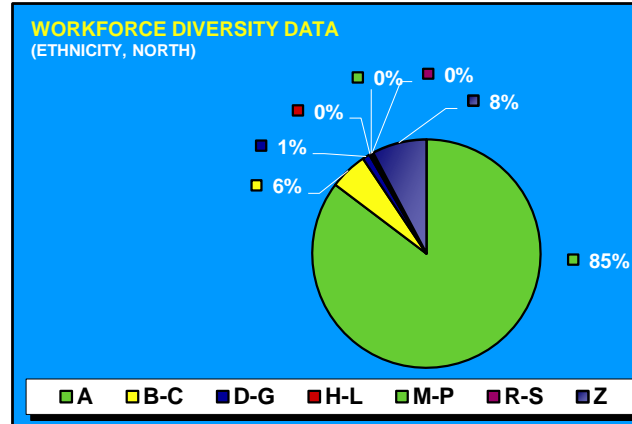
WORKFORCE (BY GENDER, BY AFC PAY-BAND)						
	MALE (SIP)	MALE (%)	FEMALE (SIP)	FEMALE (%)	Total SIP	2013-14
1-4 = Staff	805	48%	872	52%	1677	1603
5-6 = Officer	554	52%	519	48%	1073	1039
7 = Manager	65	60%	44	40%	109	97
8a-8d = Snr	51	58%	37	42%	88	83
Total	1475	50%	1472	50%	2947	2822





WORKFORCE: DIVERSITY (ETHNIC ORIGIN)

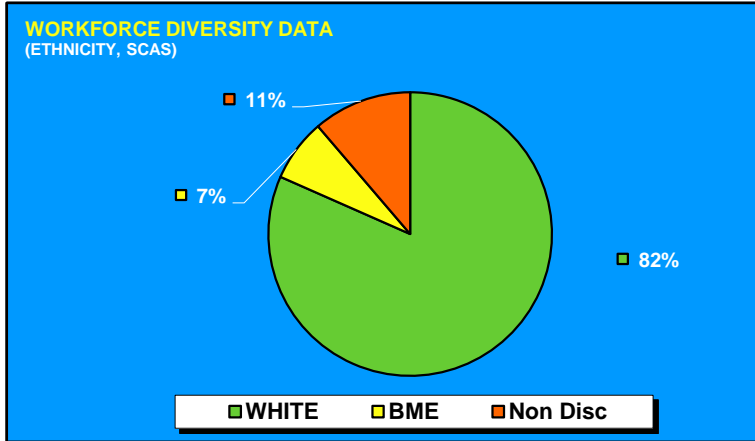
WORKFORCE (BY ETHNICITY, BY CLUSTER)						
Category	2013-14	SCAS	NORTH	SOUTH	CS/EOC/11	CORP
A	2398	2405	737	638	860	170
B-C	129	123	46	29	38	10
D-G	21	21	9	4	7	1
H-L	23	30	2		25	3
M-P	27	30	1		25	4
R-S	6	6	2	1	3	
Z	218	332	67	61	191	13
Total	2822	2947	864	733	1149	201
WHITE	2398	2405	737	638	860	170
BME	206	210	60	34	98	18
Not Disclosed	218	332	67	61	191	13



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

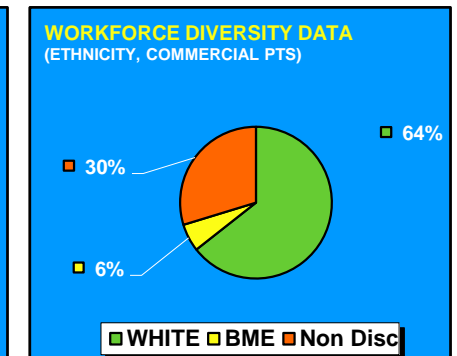
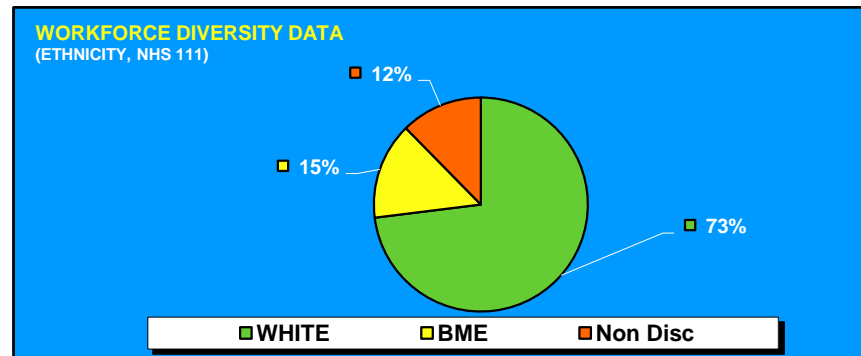
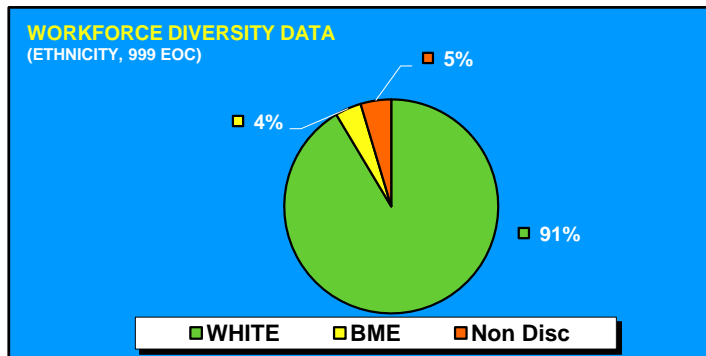
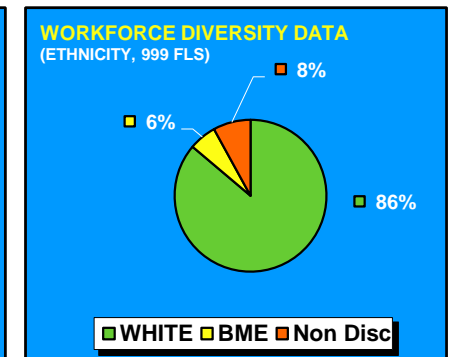
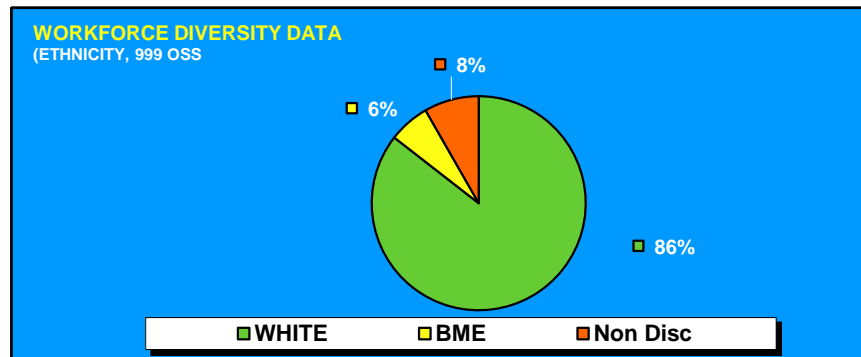
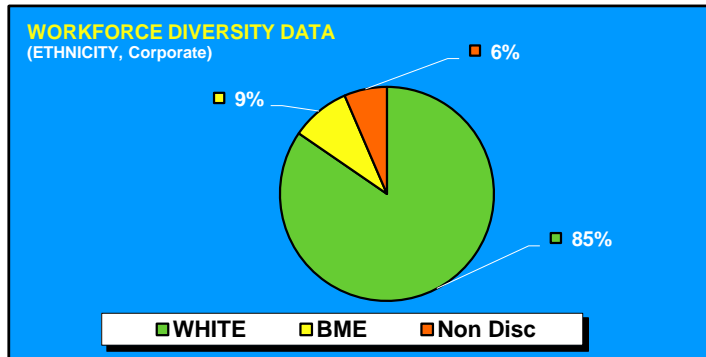


WORKFORCE: DIVERSITY (ETHNIC ORIGIN)



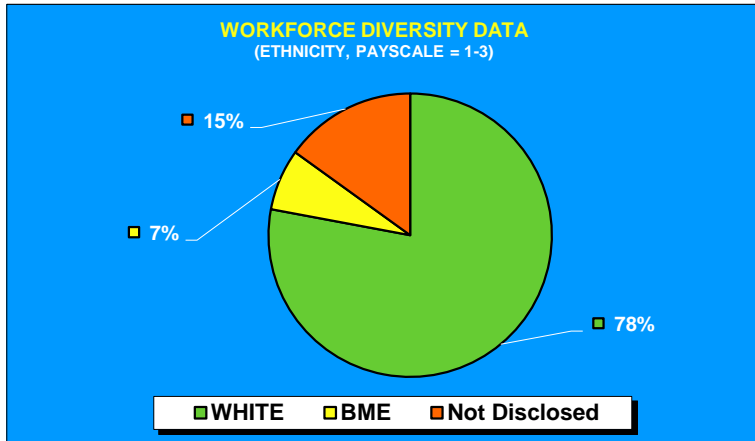
WORKFORCE (BY ETHNICITY, DIRECTORATE)

Category	2013-14	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
A	2398	2405	170	124	1251	277	260	273	50
B-C	129	123	10	9	66	6	9	20	3
D-G	21	21	1		13	4	2		1
H-L	23	30	3		2	2	19	3	1
M-P	27	30	4		1		19	2	4
R-S	6	6			3		3		
Z	218	332	13	12	116	14	44	126	7
Total	2822	2947	201	145	1452	303	356	424	66
WHITE	2398	2405	170	124	1251	277	260	273	50
BME	206	210	18	9	85	12	52	25	9
Non Disc	218	332	13	12	116	14	44	126	7

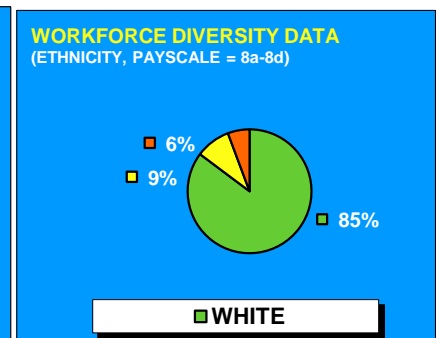
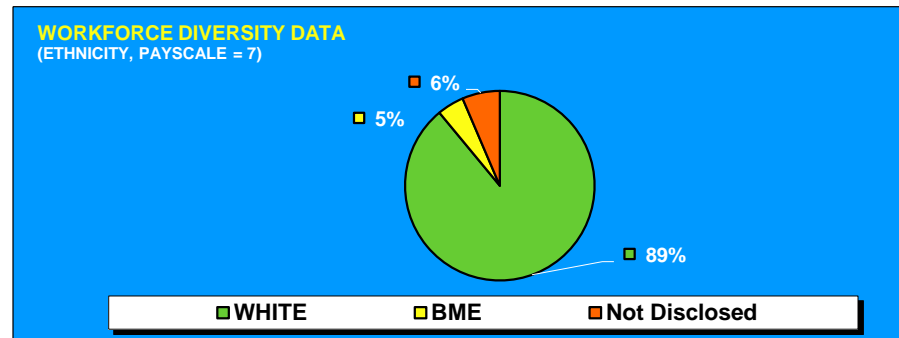
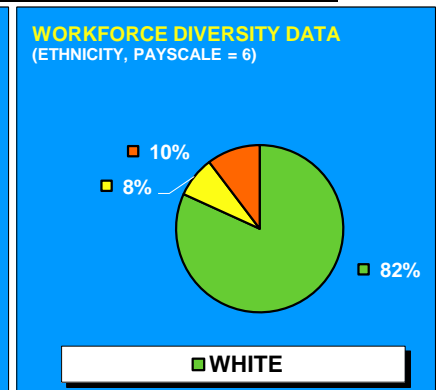
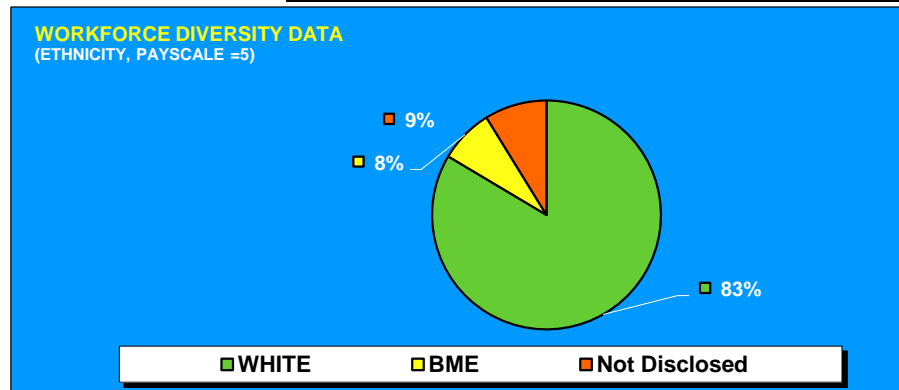
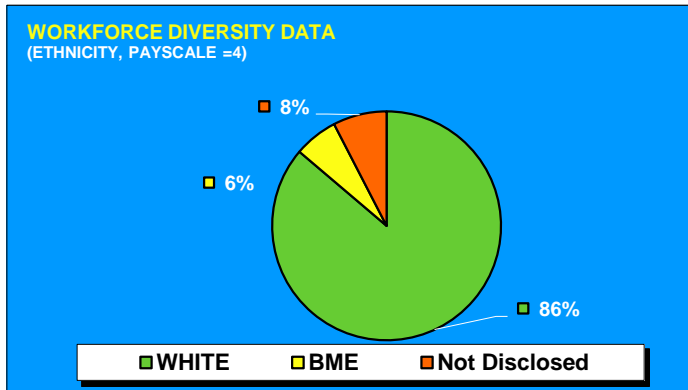




WORKFORCE: DIVERSITY (ETHNIC ORIGIN)



WORKFORCE (BY ETHNICITY, BY AFC PAY BAND)								
	2013-14	SCAS	1-3	4	5	6	7	8+
A	2398	2405	968	375	589	301	97	75
B-C	129	123	40	20	40	16	2	5
D-G	21	21	7	4	8	1	1	
H-L	23	30	20	1	2	5	1	1
M-P	27	30	18	1	2	6	1	2
R-S	6	6	2	1	2	1		
Z	218	332	187	33	62	38	7	5
Total		2947	1242	435	705	368	109	88
WHITE	2398	2405	968	375	589	301	97	75
BME	206	210	87	27	54	29	5	8
Not Disclosed	218	332	187	33	62	38	7	5
% BME	7.9%	7.1%	7.0%	6.2%	7.7%	7.9%	4.6%	9.1%

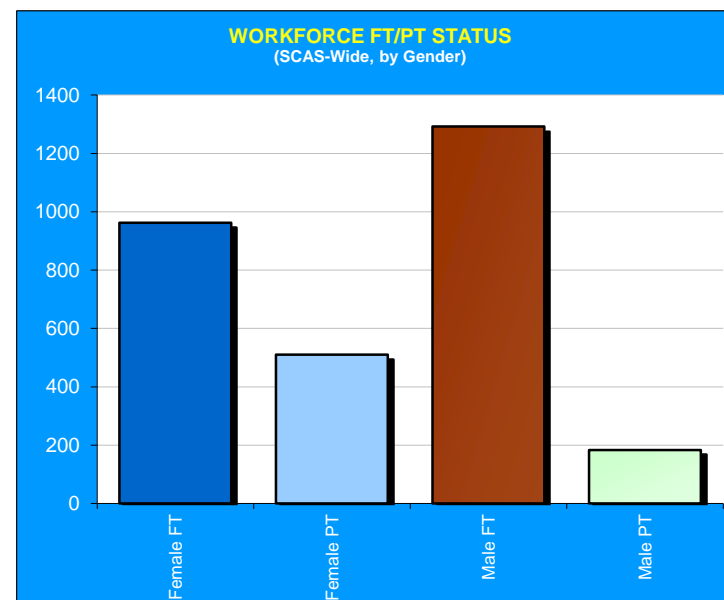
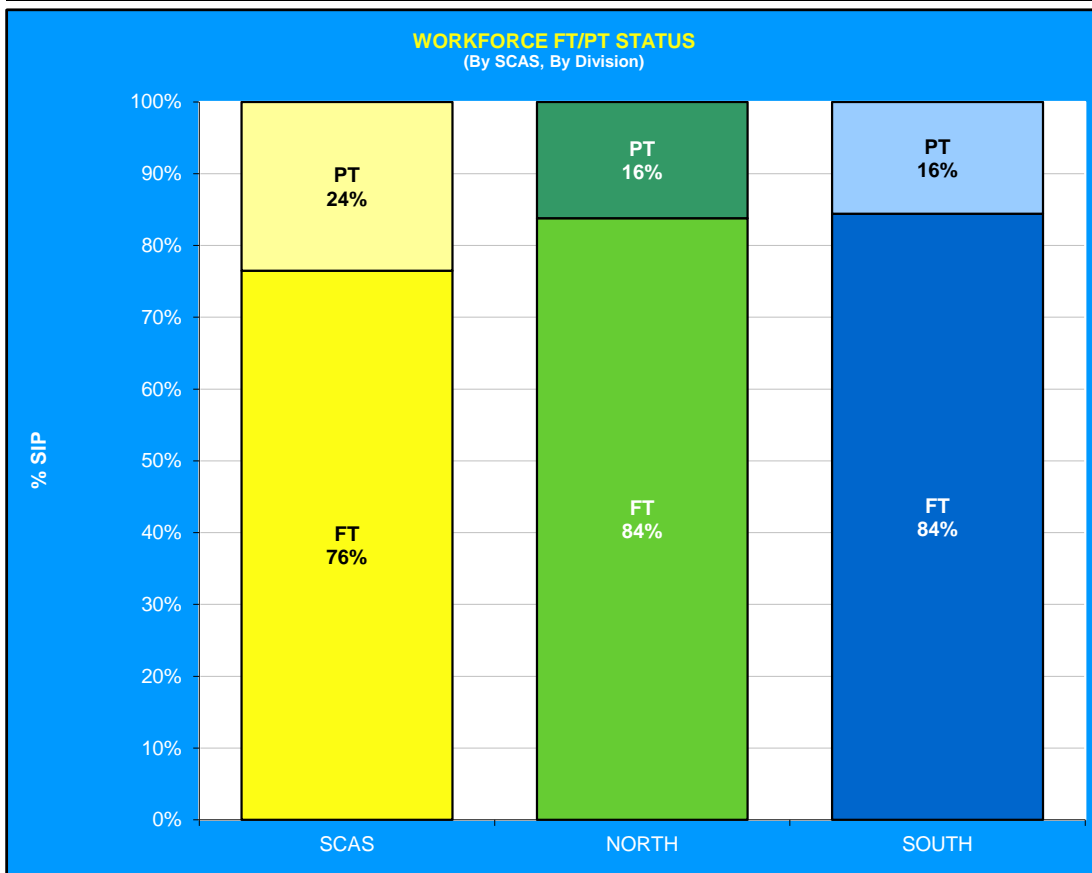




WORKFORCE: DIVERSITY (FT / PT STATUS)

WORKFORCE (BY EMPLOYEE FT/PT STATUS)							
Status	2013-14	SCAS	NORTH	SOUTH	CS/EOC/111	CORP	CORP
Total SIP	6095	2947	864	733	1149	201	201
Total Full Time	4684	2254	724	619	735	176	176
Total Part Time	1411	693	140	114	414	25	25
% Total FT	77%	76%	84%	84%	64%	88%	88%
% Total PT	23%	24%	16%	16%	36%	12%	12%

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Female Total	1472	397	300	672	103
% Female Total	24%	13%	35%	92%	51%
Female FT	962	294	231	352	85
% Female FT	16%	10%	27%	48%	42%
Female PT	510	103	69	320	18
% Female PT	8%	3%	8%	44%	9%
Male Total	1475	467	433	477	98
% Male Total	24%	16%	50%	65%	49%
Male FT	1292	430	388	383	91
% Male FT	21%	15%	45%	52%	45%
Male PT	183	37	45	94	7
% Male PT	3%	1%	5%	13%	3%





WORKFORCE: DIVERSITY (MISC DATA)

WORKFORCE (RELIGIOUS BELIEF, BY CLUSTER)						
	2013-14	SCAS	NORTH	SOUTH	CS/EOC/11	CORP
Atheism	414	447	149	113	150	35
Buddhism	12	9	4	2	2	1
Christianity	1257	1279	363	325	491	100
Hinduism	6	7	1		4	2
Islam	8	13		1	12	
Other	261	279	87	57	126	9
Non-Disclosure	864	913	260	235	364	54
Total	2822	2947	864	733	1149	201

WORKFORCE (SEXUAL ORIENTATION, BY CLUSTER)						
	2013-14	SCAS	NORTH	SOUTH	CS/EOC/11	CORP
LGB	94	97	32	19	41	5
Heterosexual	2017	2072	611	519	788	154
Non-Disclosure	711	778	221	195	320	42
Total	2822	2947	864	733	1149	201

WORKFORCE (MARITAL STATUS, BY CLUSTER)						
	2013-14	SCAS	NORTH	SOUTH	CS/EOC/11	CORP
Civil Partnership	13	13	7	3	2	1
Divorced	125	121	42	22	45	12
Legally Separated	22	19	4	5	10	
Married	1051	1085	279	284	421	101
Single	682	760	244	190	284	42
Widowed	8	6	1	2	3	
Non-Disclosure	921	943	287	227	384	45
Total	2822	2947	864	733	1149	201

WORKFORCE (DISABLED STATUS, BY CLUSTER)						
	2013-14	SCAS	NORTH	SOUTH	CS/EOC/11	CORP
Yes	140	130	32	26	58	14
No	1907	1966	573	493	749	151
Non-Disclosure	775	851	259	214	342	36
Total	2822	2947	864	733	1149	201

NATIONALITY	
British	2551
EU	39
Non-EU	35
NON DISC	322
Total	2947

% OPTIONAL DIVERSITY DATA MISSING						
	2013-14	SCAS	NORTH	SOUTH	CS/EOC/11	CORP
Ethnicity	8%	11%	8%	8%	17%	6%
Religious Beliefs	31%	31%	30%	32%	32%	27%
Sexual Orientation	25%	26%	26%	27%	28%	21%
Marital Status	33%	32%	33%	31%	33%	22%
Disability	27%	29%	30%	29%	30%	18%
Nationality	16%	11%				
Total Information	19623	16533	4320	3665	4797	804
DATA	12040	12585	3226	2733	3374	627
NON DISCLOSURE	3873	3948	1094	932	1423	177
% Not Disclosed	20%	24%	25%	25%	30%	22%

