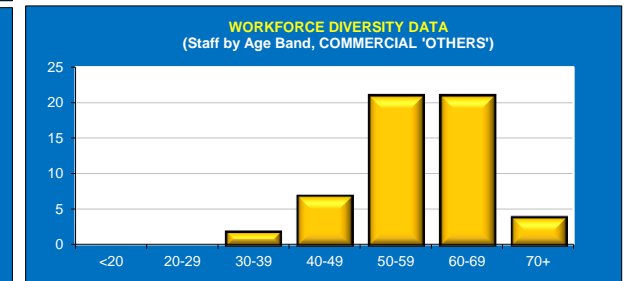
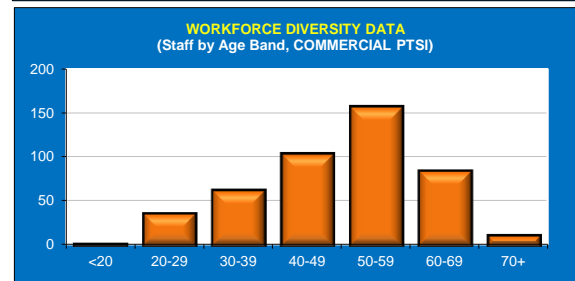
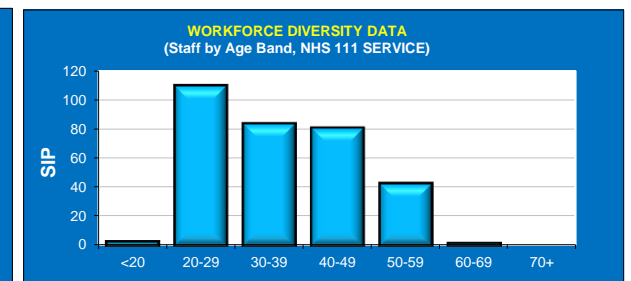
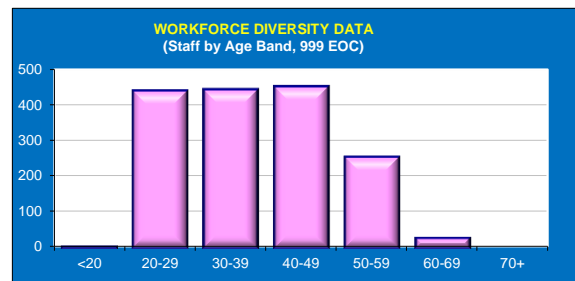
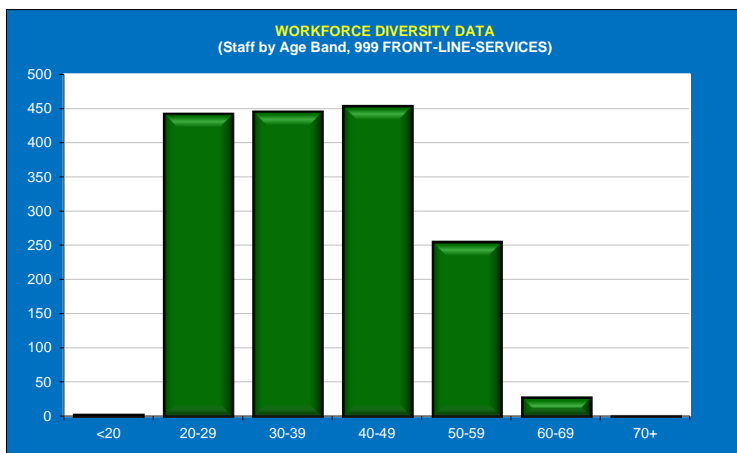
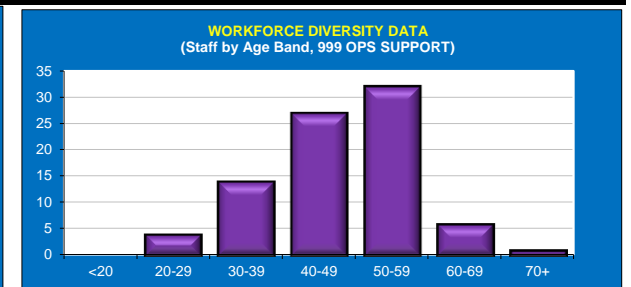
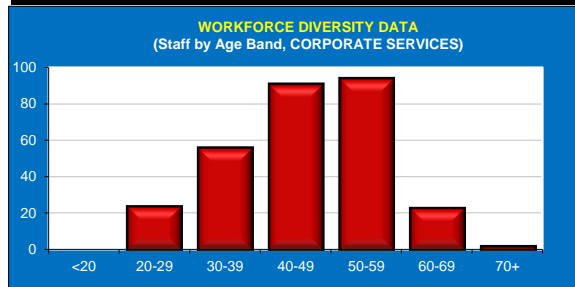
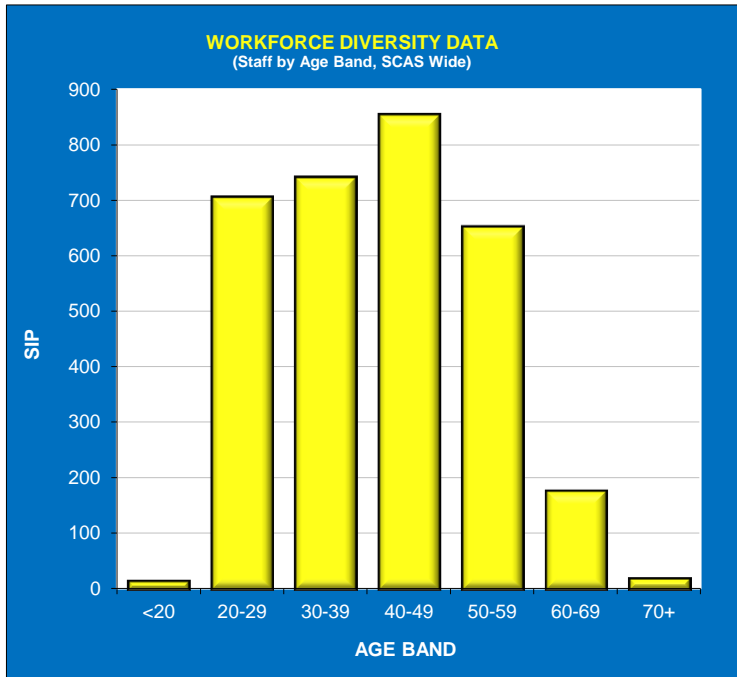




**WORKFORCE: DIVERSITY (AGE)**

WORKFORCE (BY AGE, DIRECTORATE)								
	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
<20	16			3	3	8		2
20-29	707	24	4	442	110	90		37
30-39	743	56	14	445	84	79		63
40-49	855	91	27	453	81	92		104
50-59	654	94	32	255	43	52		157
60-69	179	23	6	28	2	14		85
70+	21	2	1	1		1		12
<b>Total</b>	<b>3175</b>	<b>290</b>	<b>84</b>	<b>1627</b>	<b>323</b>	<b>336</b>	<b>460</b>	<b>55</b>

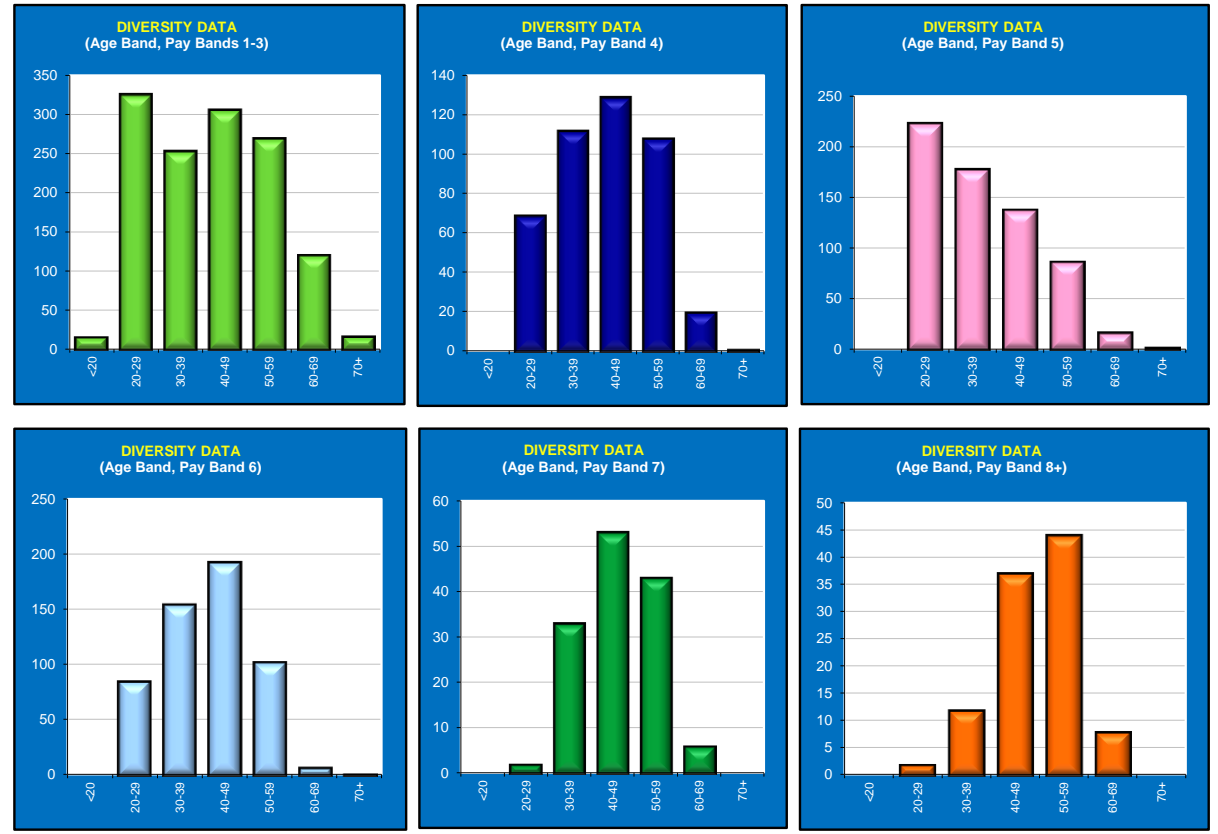
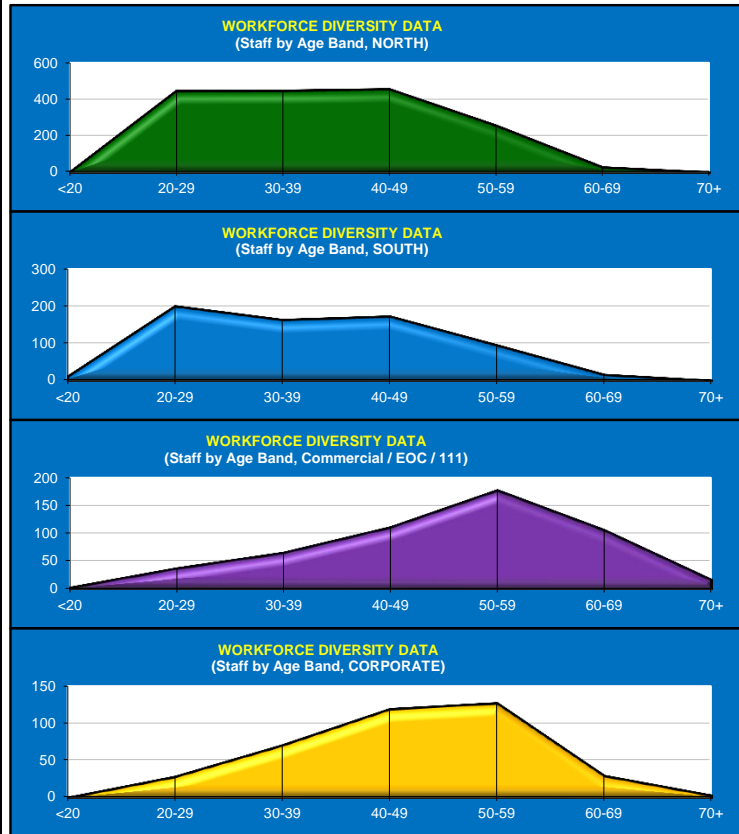




**WORKFORCE: DIVERSITY (AGE)**

WORKFORCE (BY AGE, BY HR CLUSTER)					
	SCAS	999	CCC	CS	CORP
<20	16	3	11	2	
20-29	707	442	200	37	28
30-39	743	445	163	65	70
40-49	855	453	173	111	118
50-59	654	255	95	178	126
60-69	179	28	16	106	29
70+	21	1	1	16	3
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>

WORKFORCE (BY AGE, AFC PAY BAND)							
	SCAS	1-3	4	5	6	7	8+
<20	16	16					
20-29	707	326	69	223	85	2	2
30-39	743	254	112	178	154	33	12
40-49	855	306	129	138	192	53	37
50-59	654	270	108	87	102	43	44
60-69	179	121	20	17	7	6	8
70+	21	17	1	2	1		
<b>Total</b>	<b>3175</b>	<b>1310</b>	<b>439</b>	<b>645</b>	<b>541</b>	<b>137</b>	<b>103</b>

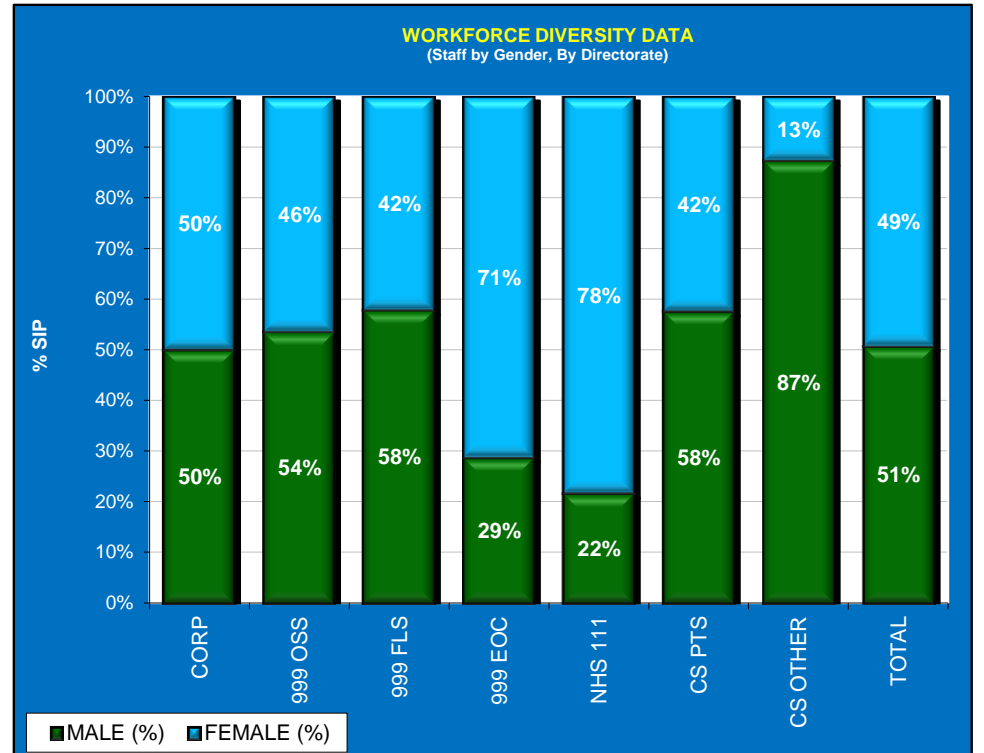
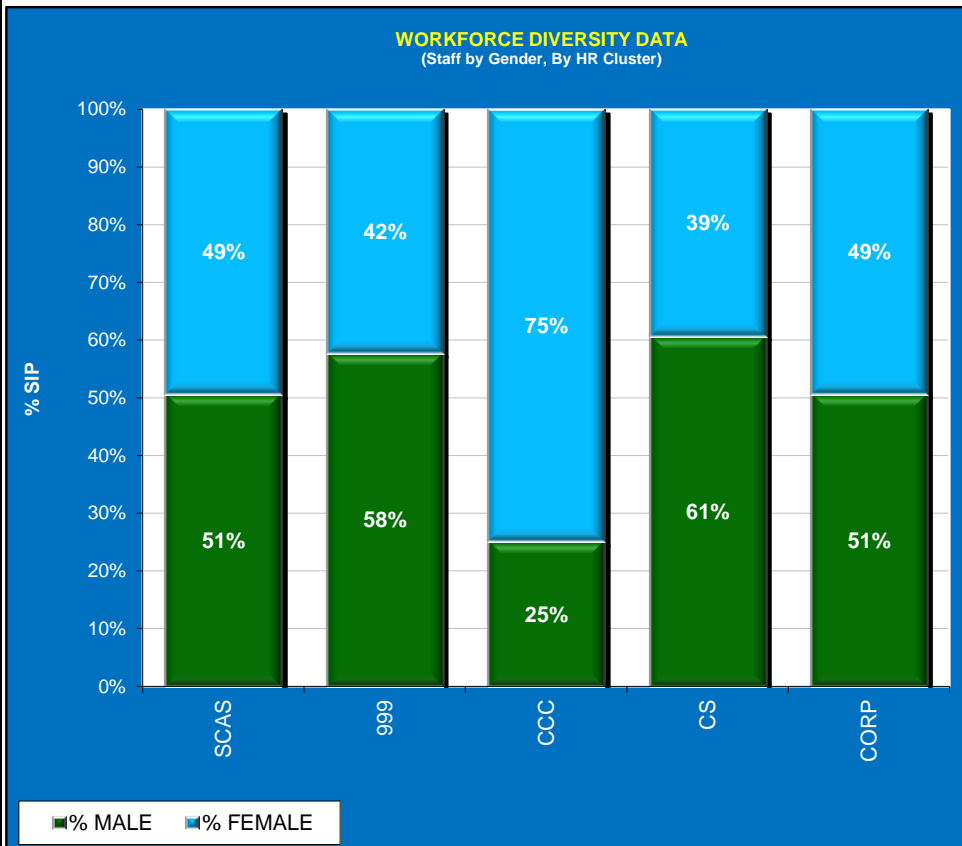




**WORKFORCE: DIVERSITY (GENDER)**

WORKFORCE (BY GENDER, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
MALE	1610	941	166	313	190
% MALE	51%	58%	25%	61%	51%
FEMALE	1565	686	493	202	184
% FEMALE	49%	42%	75%	39%	49%
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>

WORKFORCE (BY GENDER, BY DIRECTORATE)					
	MALE	MALE (%)	FEMALE	FEMALE (%)	Total SIP
CORP	145	50%	145	50%	290
999 OSS	45	54%	39	46%	84
999 FLS	941	58%	686	42%	1627
999 EOC	93	29%	230	71%	323
NHS 111	73	22%	263	78%	336
CS PTS	265	58%	195	42%	460
CS OTHER	48	87%	7	13%	55
<b>TOTAL</b>	<b>1610</b>	<b>51%</b>	<b>1565</b>	<b>49%</b>	<b>3175</b>

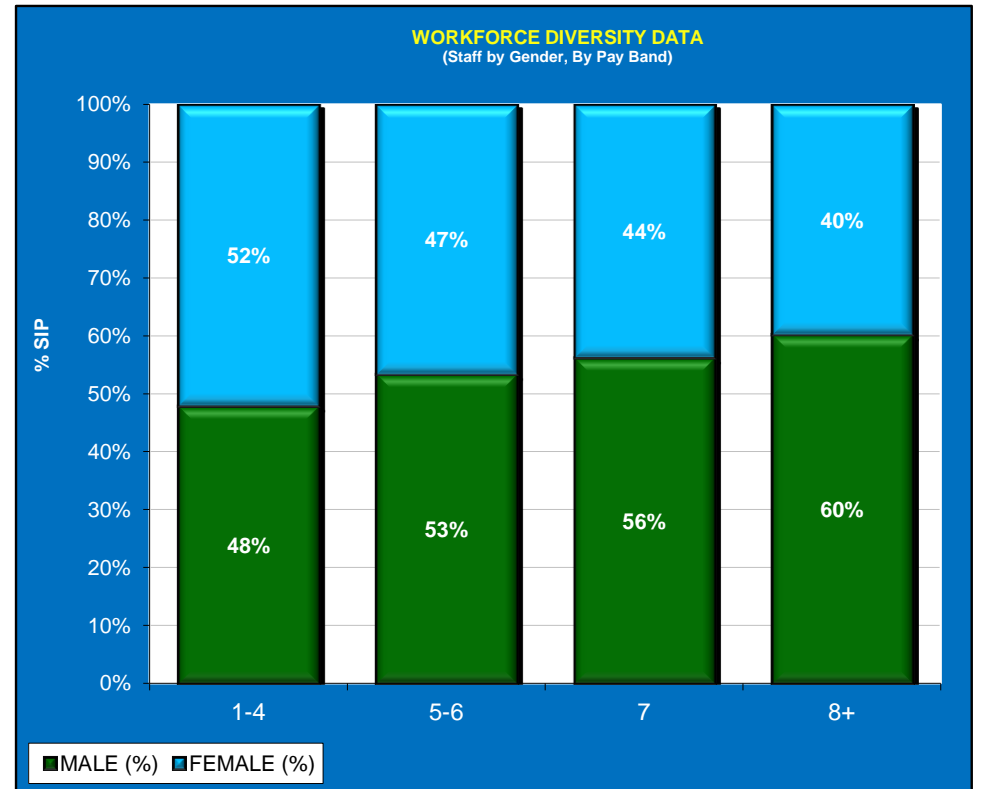
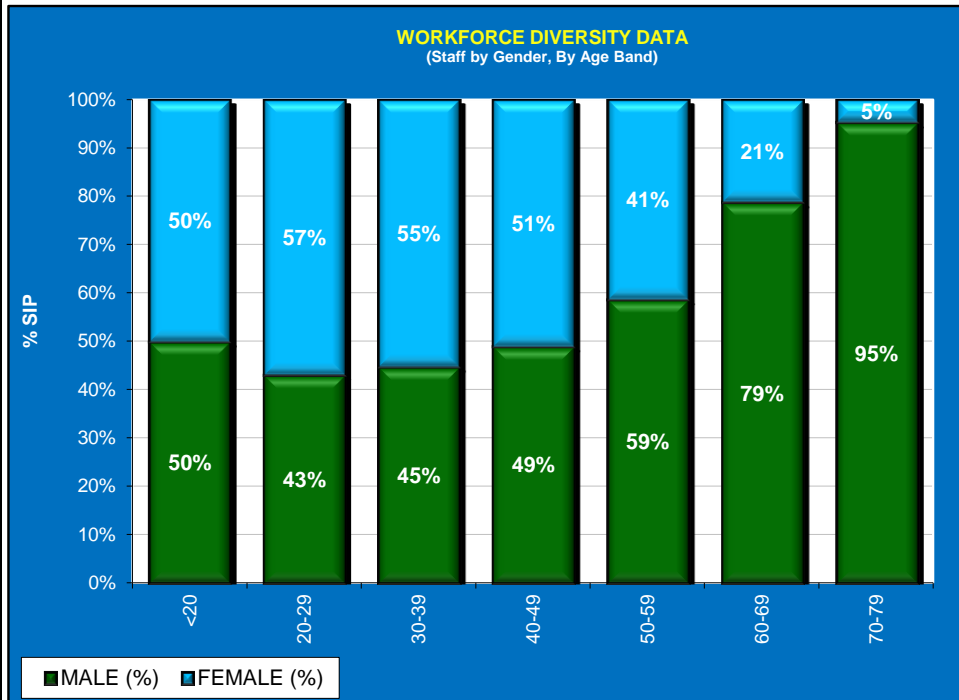




**WORKFORCE: DIVERSITY (GENDER)**

WORKFORCE (BY GENDER, BY AGE BAND)					
AGE GROUP	MALE	MALE (%)	FEMALE	FEMALE (%)	Total SIP
<20	8	50%	8	50%	16
20-29	305	43%	402	57%	707
30-39	333	45%	410	55%	743
40-49	419	49%	436	51%	855
50-59	384	59%	270	41%	654
60-69	141	79%	38	21%	179
70-79	20	95%	1	5%	21
<b>Total</b>	<b>1610</b>	<b>51%</b>	<b>1565</b>	<b>49%</b>	<b>3175</b>

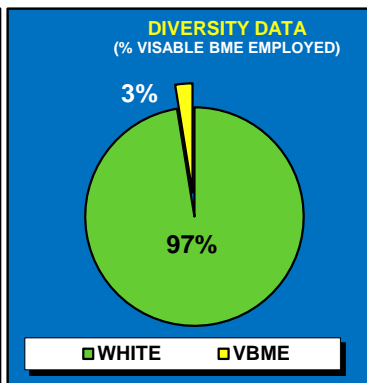
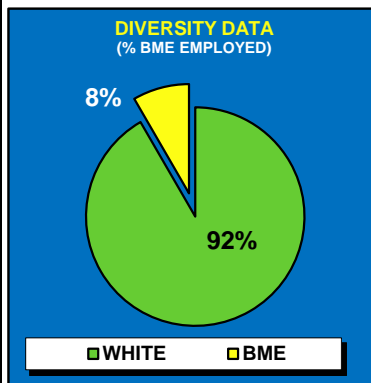
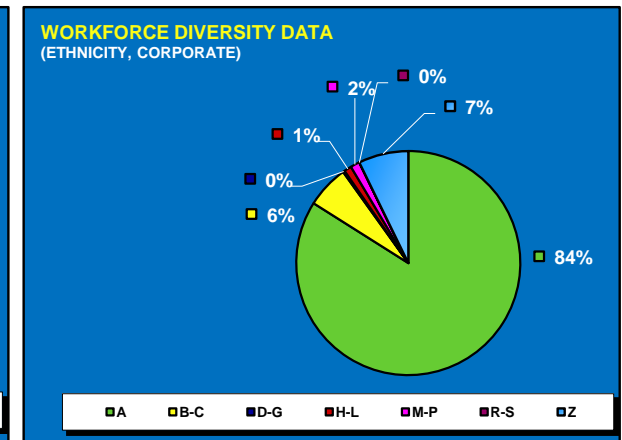
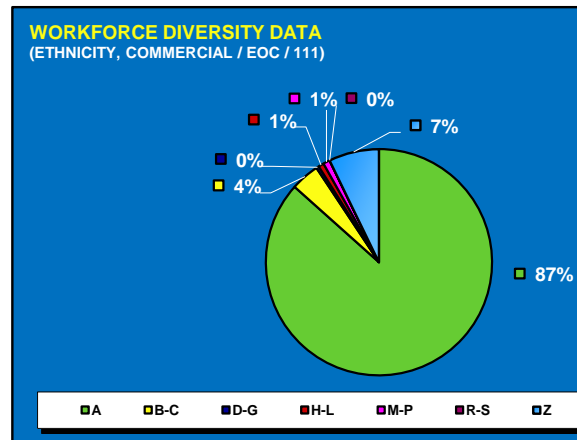
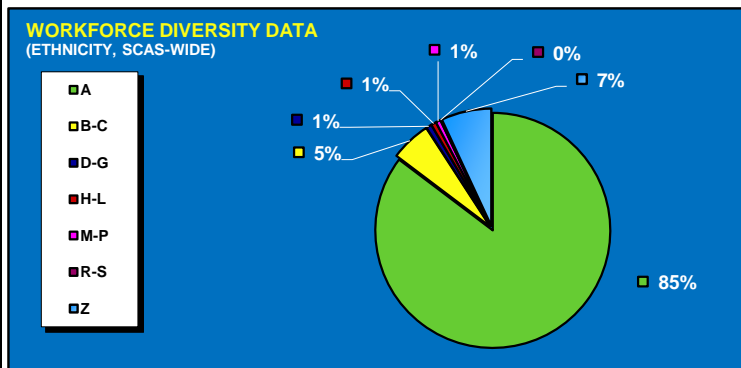
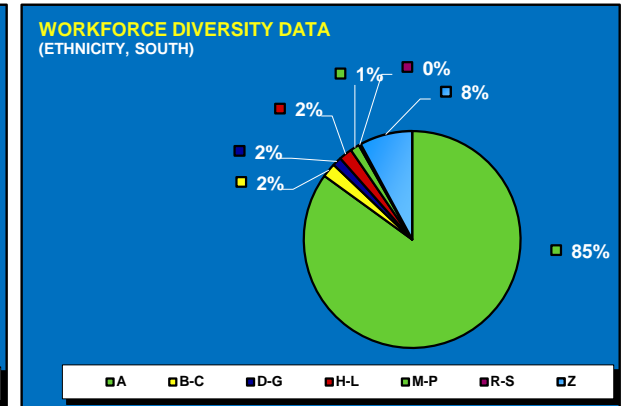
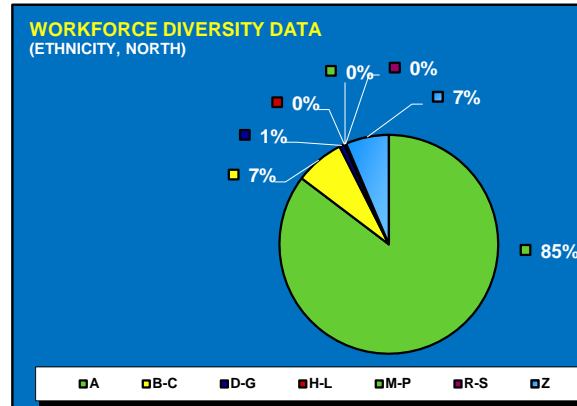
WORKFORCE (BY GENDER, BY AFC PAY-BAND)					
	MALE	MALE (%)	FEMALE	FEMALE (%)	Total SIP
1-4	838	48%	911	52%	1749
5-6	633	53%	553	47%	1186
7	77	56%	60	44%	137
8+	62	60%	41	40%	103
<b>Total</b>	<b>1610</b>	<b>51%</b>	<b>1565</b>	<b>49%</b>	<b>3175</b>





**WORKFORCE: DIVERSITY (ETHNIC ORIGIN)**

WORKFORCE (BY ETHNICITY, BY CLUSTER)					
Category	SCAS	999	CCC	CS	CORP
A	2708	1388	560	446	314
B-C	176	118	14	21	23
D-G	24	12	9	2	1
H-L	22	1	13	4	4
M-P	21	2	9	5	5
R-S	4	2	2	0	0
Z	220	104	52	37	27
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>
WHITE	2708	1388	560	446	314
BME	247	135	47	32	33
VBME	71	17	33	11	10
Not Disclosed	220	104	52	37	27

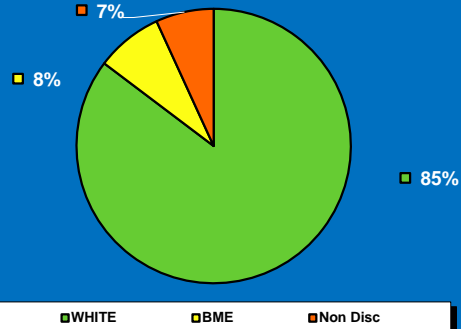


Ethnicity Codes			
A	White - British	J	Asian or Asian British - Pakistani
B	White - Irish	L	Asian or Asian British - Any other Asian background
C	White - Any other White background	M	Black or Black British - Caribbean
D	Mixed - White & Black Caribbean	N	Black or Black British - African
E	Mixed - White & 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



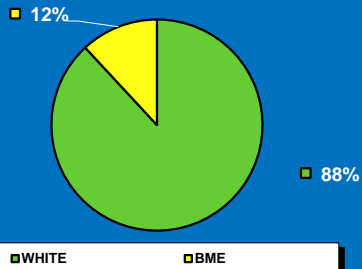
**WORKFORCE: DIVERSITY (ETHNIC ORIGIN)**

**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, SCAS)

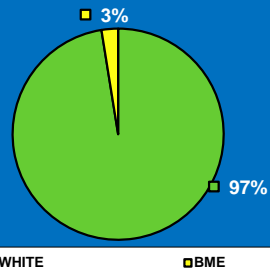


WORKFORCE (BY ETHNICITY, DIRECTORATE)								
Category	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
A	2708	237	77	1388	300	260	402	44
B-C	176	22	1	118	2	12	19	2
D-G	24	1	0	12	4	5	1	1
H-L	24	5	0	1	3	11	4	0
M-P	22	4	1	2	0	10	3	2
R-S	4	0	0	2	1	1	0	0
Z	217	21	5	104	13	37	31	6
<b>Total</b>	<b>3175</b>	<b>290</b>	<b>84</b>	<b>1627</b>	<b>323</b>	<b>336</b>	<b>460</b>	<b>55</b>
WHITE	2708	237	77	1388	300	260	402	44
BME	250	32	2	135	10	39	27	5
VBME	74	10	1	17	8	27	8	3
Non Disc	217	21	5	104	13	37	31	6

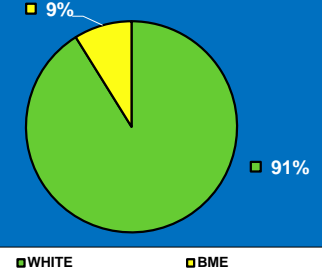
**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, Corporate)



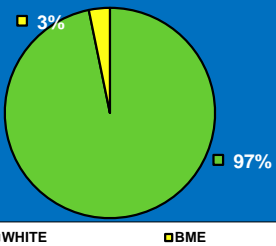
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(ETHNICITY, 999 OSS)



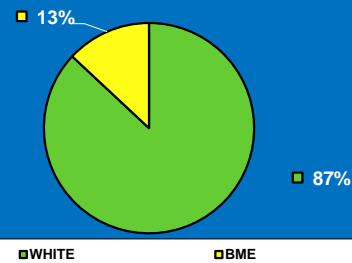
**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, 999 FLS)



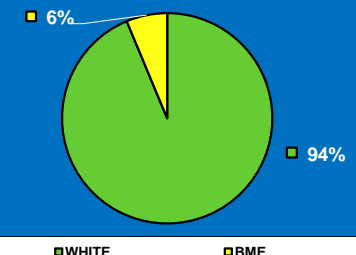
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(ETHNICITY, 999 EOC)



**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, NHS 111)

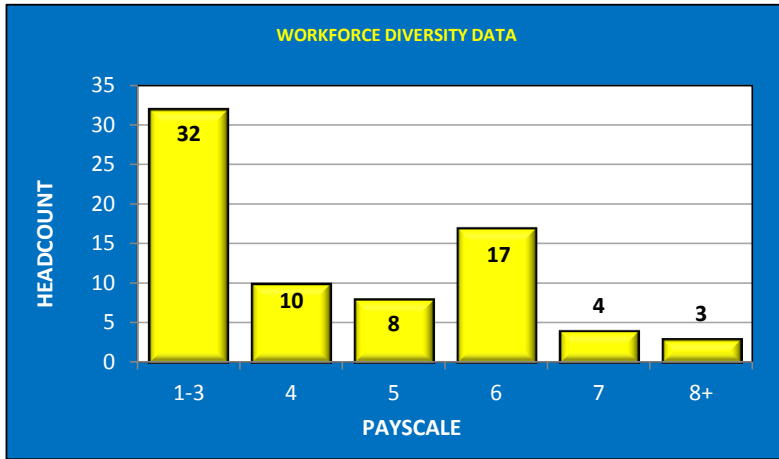


**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, COMMERCIAL PTS)



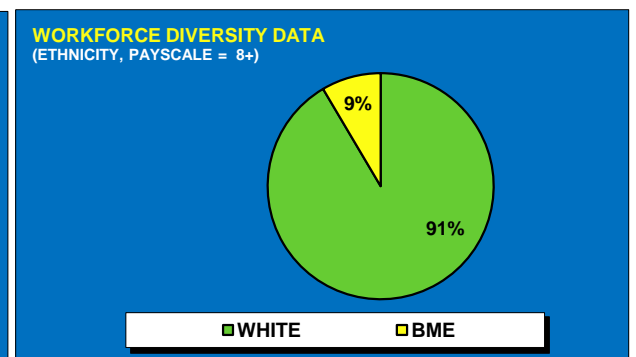
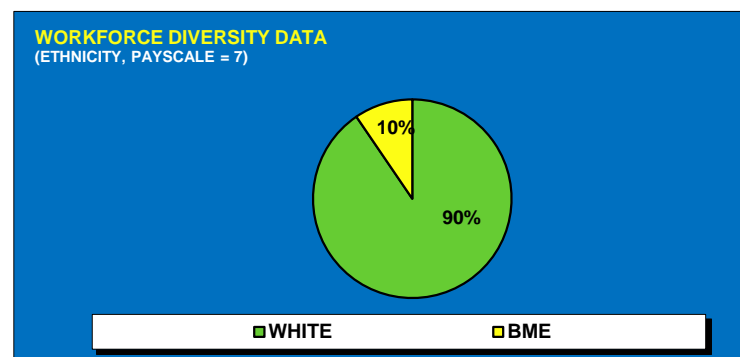
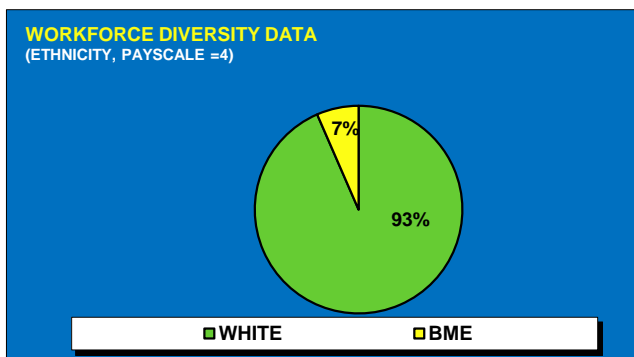
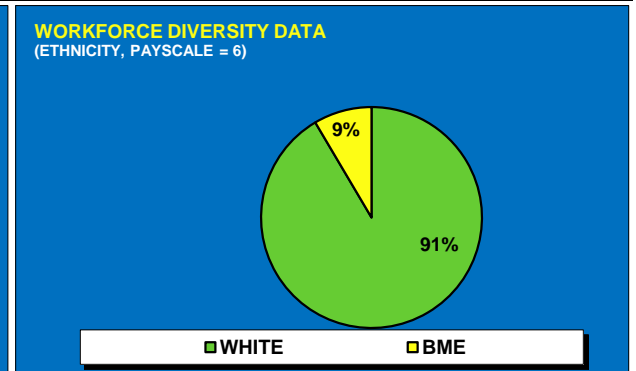
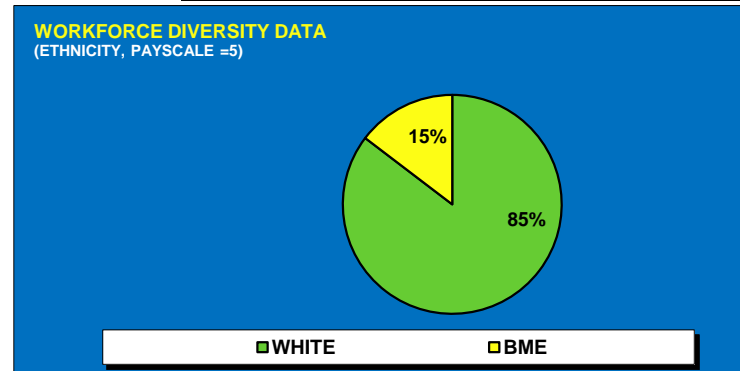
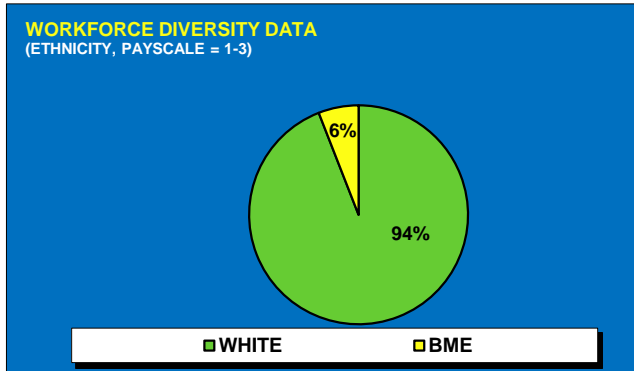


**WORKFORCE: DIVERSITY (ETHNIC ORIGIN)**



**WORKFORCE (BY ETHNICITY, BY AFC PAY BAND)**

	SCAS	1-3	4	5	6	7	8+
A	2708	1157	386	513	452	114	86
B-C	176	41	17	80	25	8	5
D-G	24	9	5	5	4	1	0
H-L	24	13	4	0	4	2	1
M-P	22	9	1	2	7	1	2
R-S	4	1	0	1	2	0	0
Z	217	80	26	44	47	11	9
<b>Total</b>	<b>3175</b>	<b>1310</b>	<b>439</b>	<b>645</b>	<b>541</b>	<b>137</b>	<b>103</b>
WHITE	2708	1157	386	513	452	114	86
BME	250	73	27	88	42	12	8
VBME	74	32	10	8	17	4	3
Not Disclosed	217	80	26	44	47	11	9
<b>% BME</b>	<b>8.5%</b>	<b>5.9%</b>	<b>6.5%</b>	<b>14.6%</b>	<b>8.5%</b>	<b>9.5%</b>	<b>8.5%</b>

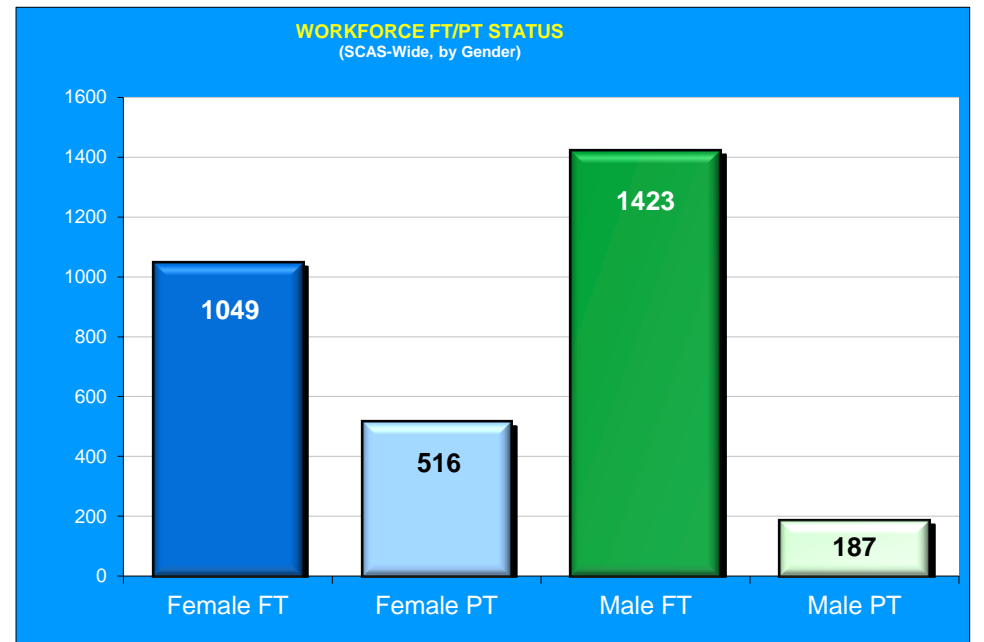
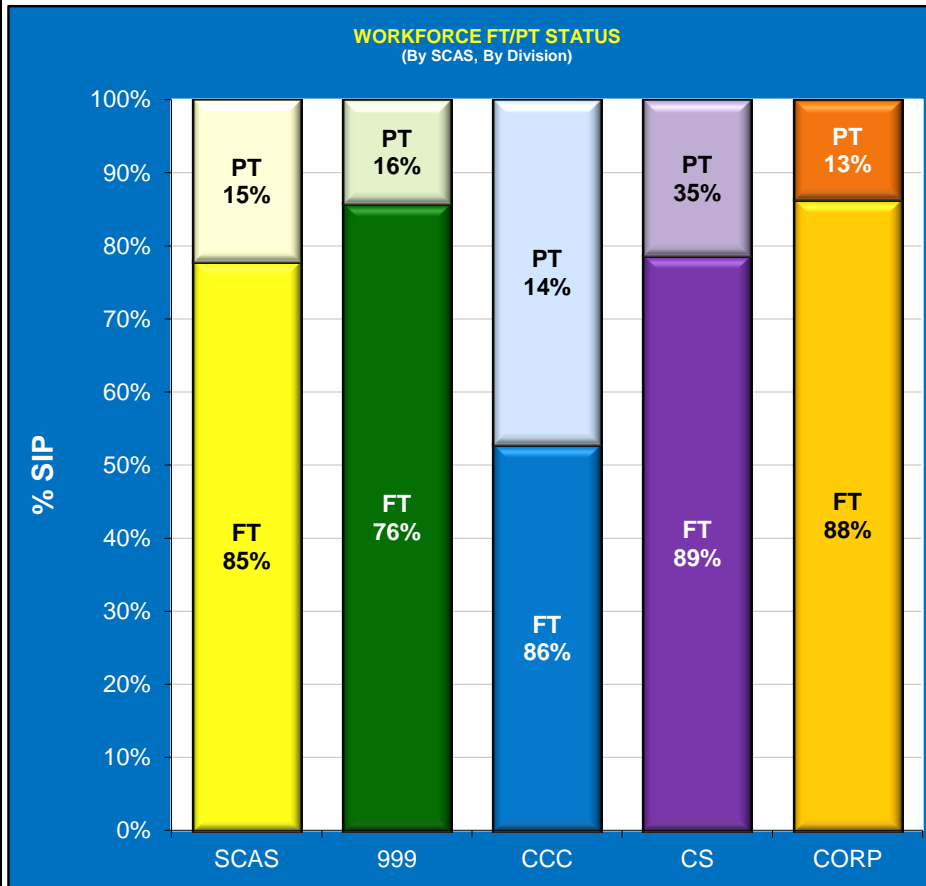




**WORKFORCE: DIVERSITY (FT / PT STATUS)**

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	999	CCC	CS	CORP
Total SIP	3175	1627	659	515	374
Total Full Time	2472	1396	348	405	323
Total Part Time	703	231	311	110	51
% Total FT	78%	86%	53%	79%	86%
% Total PT	22%	14%	47%	21%	14%

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	999	CCC	CS	CORP
Female Total	1565	686	493	202	184
% Female Total	49%	42%	75%	39%	49%
Female FT	1049	540	221	148	140
% Female FT	33%	33%	34%	29%	37%
Female PT	516	146	272	54	44
% Female PT	16%	9%	41%	10%	12%
Male Total	1610	941	166	313	190
% Male Total	51%	58%	25%	61%	51%
Male FT	1423	856	127	257	183
% Male FT	45%	53%	19%	50%	49%
Male PT	187	85	39	56	7
% Male PT	6%	5%	6%	11%	2%







**WORKFORCE: DIVERSITY (MISC DATA)**

WORKFORCE (RELIGIOUS BELIEF, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
Atheism	514	322	115	34	43
Buddhism	12	7	2	2	1
Christianity	1459	699	302	252	206
Hinduism	8	1	4	1	2
Islam	7	1	4	1	1
Other	314	163	85	48	18
Non-Disclosure	861	434	147	177	103
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>

WORKFORCE (SEXUAL ORIENTATION, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
LGB	124	66	32	16	10
Heterosexual	2379	1230	524	341	284
Non-Disclosure	672	331	103	158	80
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>

WORKFORCE (MARITAL STATUS, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
Civil Partnership	18	8	4	2	4
Divorced	157	65	34	34	24
Legally Separated	32	18	2	11	1
Married	1159	547	236	192	184
Single	1006	581	237	110	78
Widowed	6	2		3	1
Non-Disclosure	797	406	146	163	82
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>

WORKFORCE (DISABLED STATUS, BY CLUSTER)					
	SCAS	999	CCC	CS	CORP
Yes	142	67	32	17	26
No	2329	1201	510	353	265
Non-Disclosure	704	359	117	145	83
<b>Total</b>	<b>3175</b>	<b>1627</b>	<b>659</b>	<b>515</b>	<b>374</b>

NATIONALITY	British	EU	Non-EU	NON DISC	Total
	2941	89	50	95	3175

% OPTIONAL DIVERSITY DATA MISSING					
	SCAS	999	CCC	CS	CORP
Ethnicity	7%	6%	8%	7%	7%
Religious Beliefs	27%	27%	22%	34%	28%
Sexual Orientation	21%	20%	16%	31%	21%
Marital Status	25%	25%	22%	32%	22%
Disability	22%	22%	18%	28%	22%
Nationality	3%				
<b>Total Information</b>	<b>24340</b>	<b>12477</b>	<b>4663</b>	<b>2529</b>	<b>4671</b>
DATA	12143	6501	2730	1764	1148
NON DISCLOSURE	3217	1634	565	670	348
<b>% Not Disclosed</b>	<b>13%</b>	<b>13%</b>	<b>12%</b>	<b>26%</b>	<b>7%</b>

