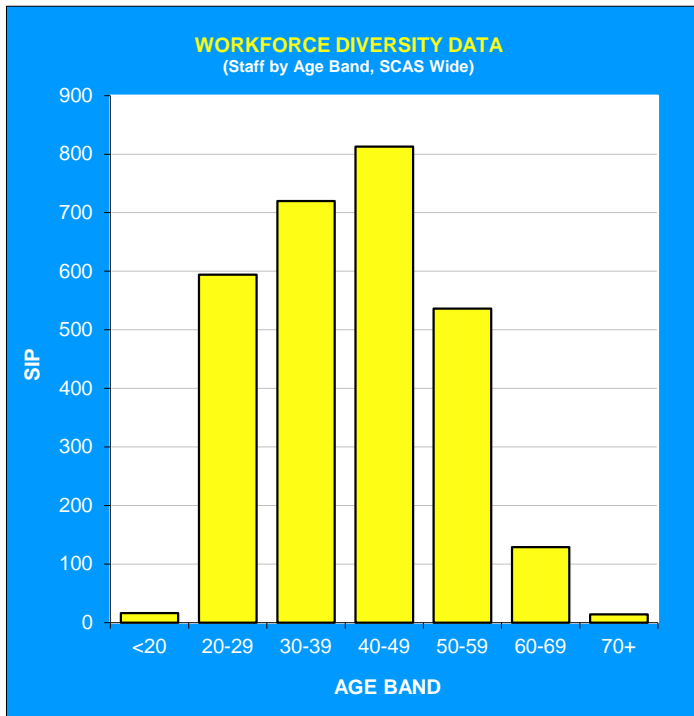


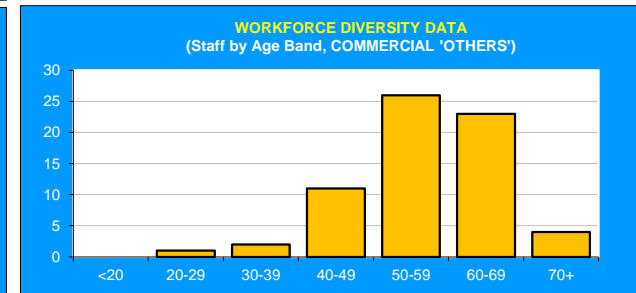
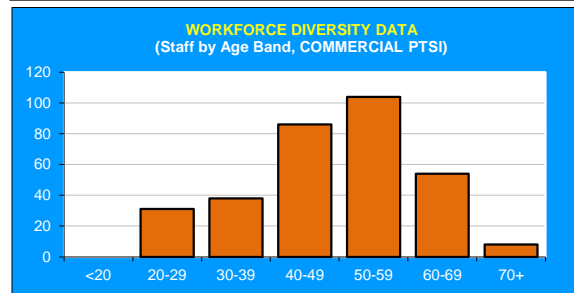
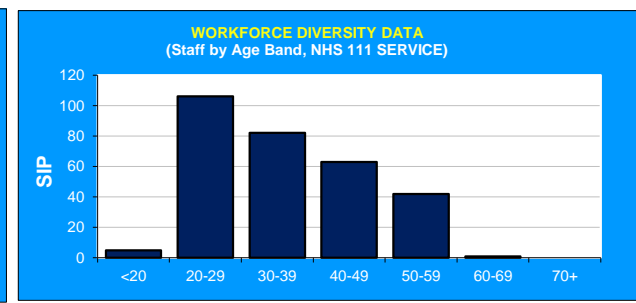
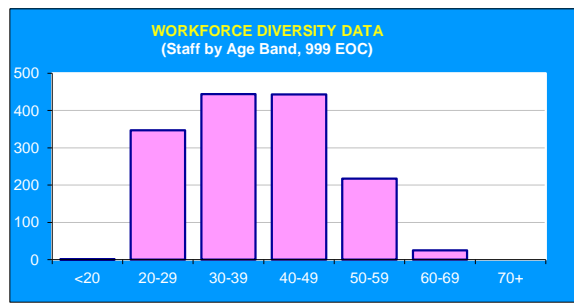
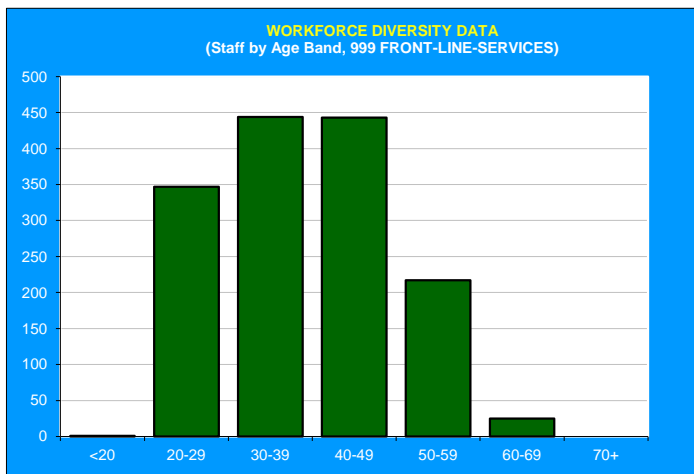
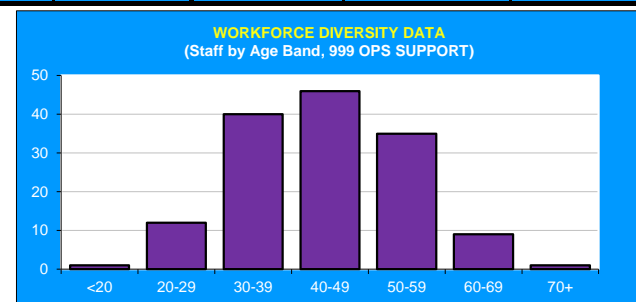
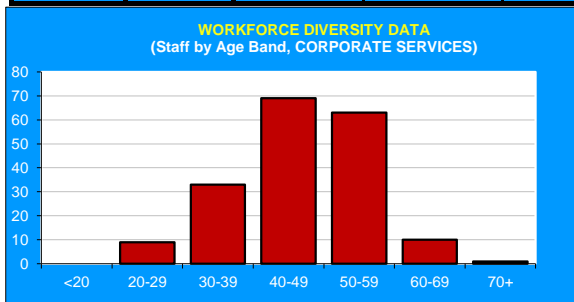


**WORKFORCE: DIVERSITY (AGE)**



**WORKFORCE (BY AGE, DIRECTORATE)**

	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
<20	16		1	1	5	9		
20-29	594	9	12	347	106	88	31	1
30-39	720	33	40	444	82	81	38	2
40-49	813	69	46	443	63	95	86	11
50-59	536	63	35	217	42	49	104	26
60-69	129	10	9	25	1	7	54	23
70+	14	1	1				8	4
<b>Total</b>	<b>2822</b>	<b>185</b>	<b>144</b>	<b>1477</b>	<b>299</b>	<b>329</b>	<b>321</b>	<b>67</b>

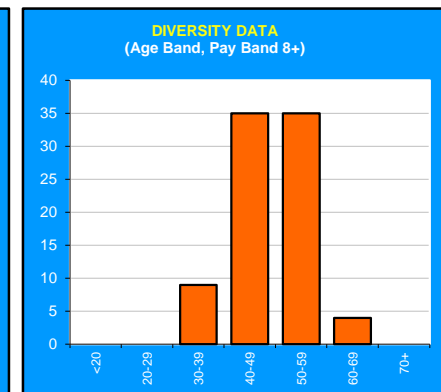
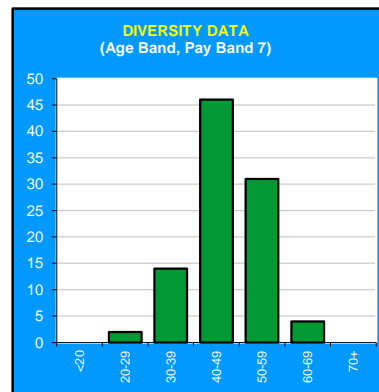
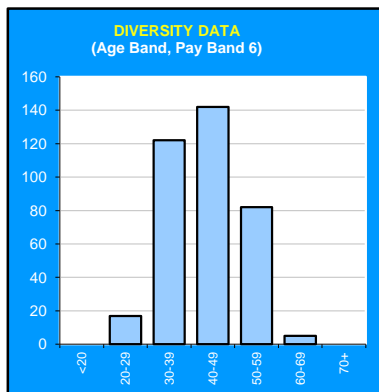
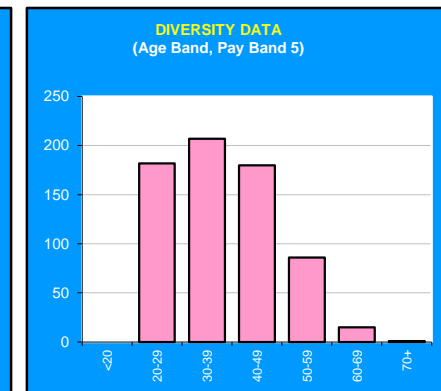
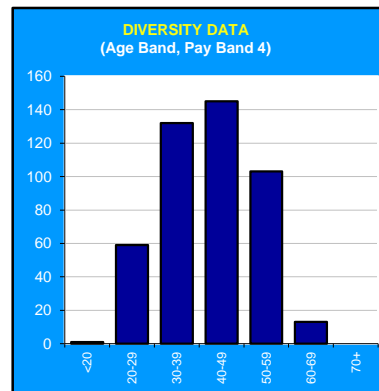
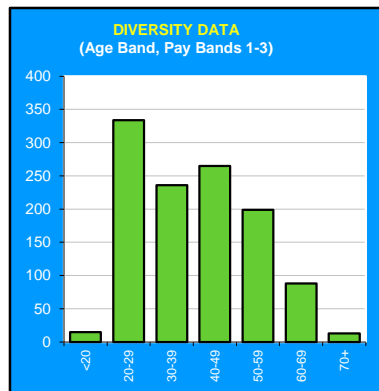
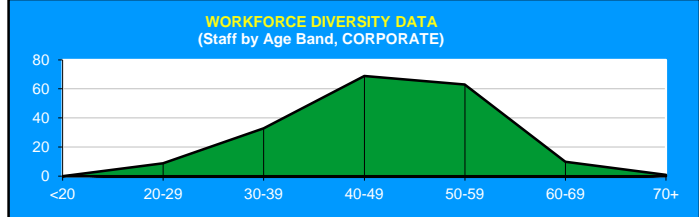
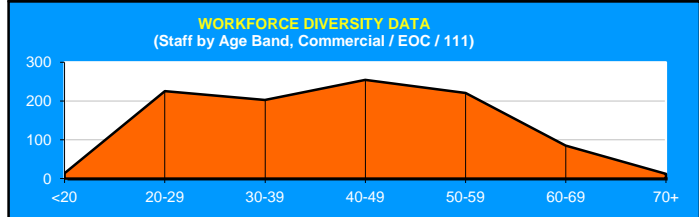
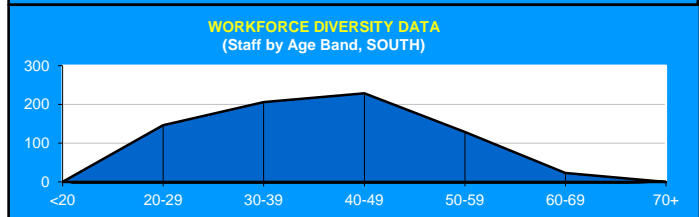
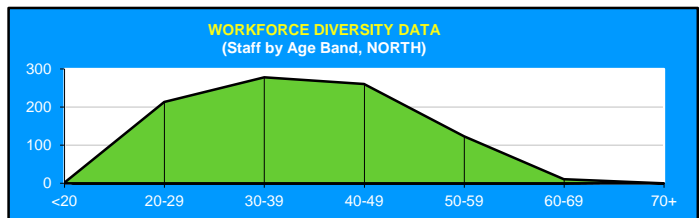




**WORKFORCE: DIVERSITY (AGE)**

WORKFORCE (BY AGE, BY HR CLUSTER)					
	SCAS	999 N	999 S	CS/EOC/111	CORP
<20	16	2		14	
20-29	594	213	146	226	9
30-39	720	278	206	203	33
40-49	813	260	229	255	69
50-59	536	123	129	221	63
60-69	129	11	23	85	10
70+	14	1		12	1
<b>Total</b>	<b>2822</b>	<b>888</b>	<b>733</b>	<b>1016</b>	<b>185</b>

WORKFORCE (BY AGE, AFC PAY BAND)							
	SCAS	1-3	4	5	6	7	8+
<20	16	15	1				
20-29	594	334	59	182	17	2	
30-39	720	236	132	207	122	14	9
40-49	813	265	145	180	142	46	35
50-59	536	199	103	86	82	31	35
60-69	129	88	13	15	5	4	4
70+	14	13		1			
<b>Total</b>	<b>2822</b>	<b>1150</b>	<b>453</b>	<b>671</b>	<b>368</b>	<b>97</b>	<b>83</b>

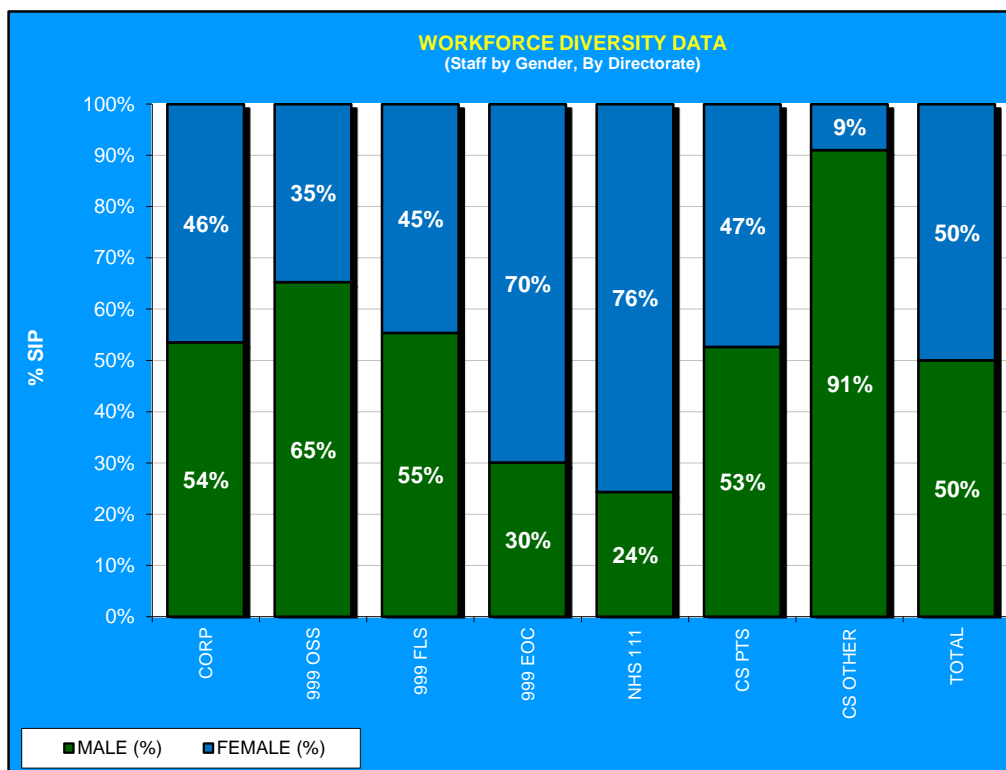
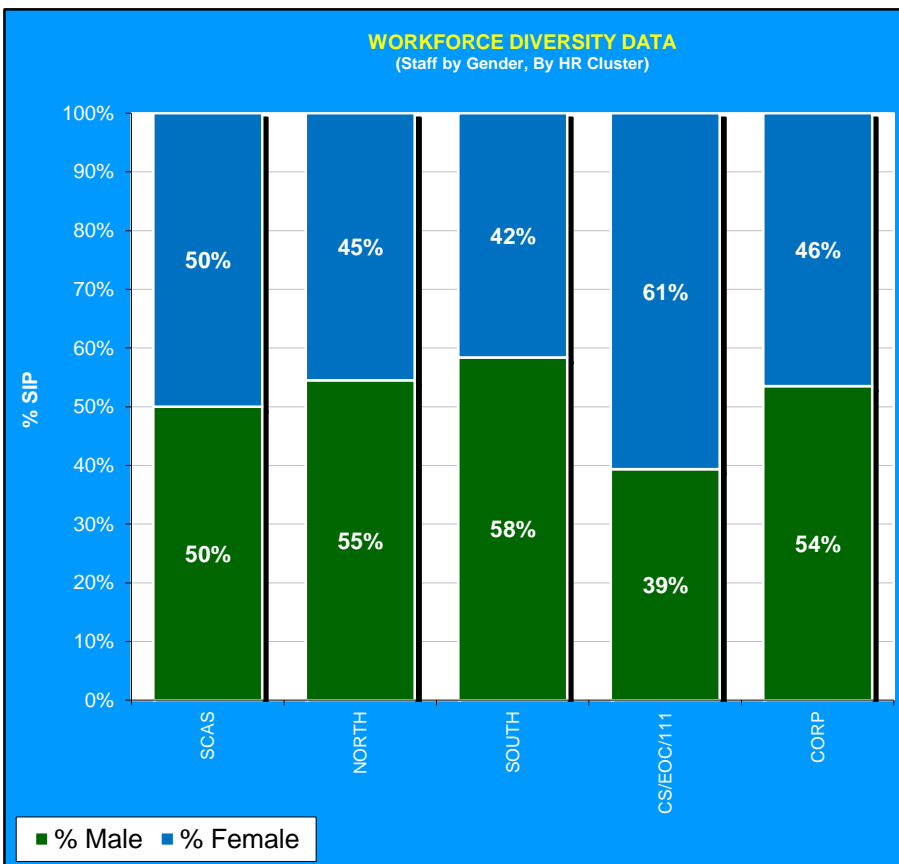




**WORKFORCE: DIVERSITY (GENDER)**

WORKFORCE (BY GENDER, BY CLUSTER)					
	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Male	1411	484	428	400	99
% Male	50%	55%	58%	39%	54%
Female	1411	404	305	616	86
% Female	50%	45%	42%	61%	46%
<b>Total</b>	<b>2822</b>	<b>888</b>	<b>733</b>	<b>1016</b>	<b>185</b>

WORKFORCE (BY GENDER, BY DIRECTORATE)					
	MALE (SIP)	MALE (%)	FEMALE (SIP)	FEMALE (%)	Total SIP
CORP	99	54%	86	46%	185
999 OSS	94	65%	50	35%	144
999 FLS	818	55%	659	45%	1477
999 EOC	90	30%	209	70%	299
NHS 111	80	24%	249	76%	329
CS PTS	169	53%	152	47%	321
CS OTHER	61	91%	6	9%	67
<b>TOTAL</b>	<b>1411</b>	<b>50%</b>	<b>1411</b>	<b>50%</b>	<b>2822</b>

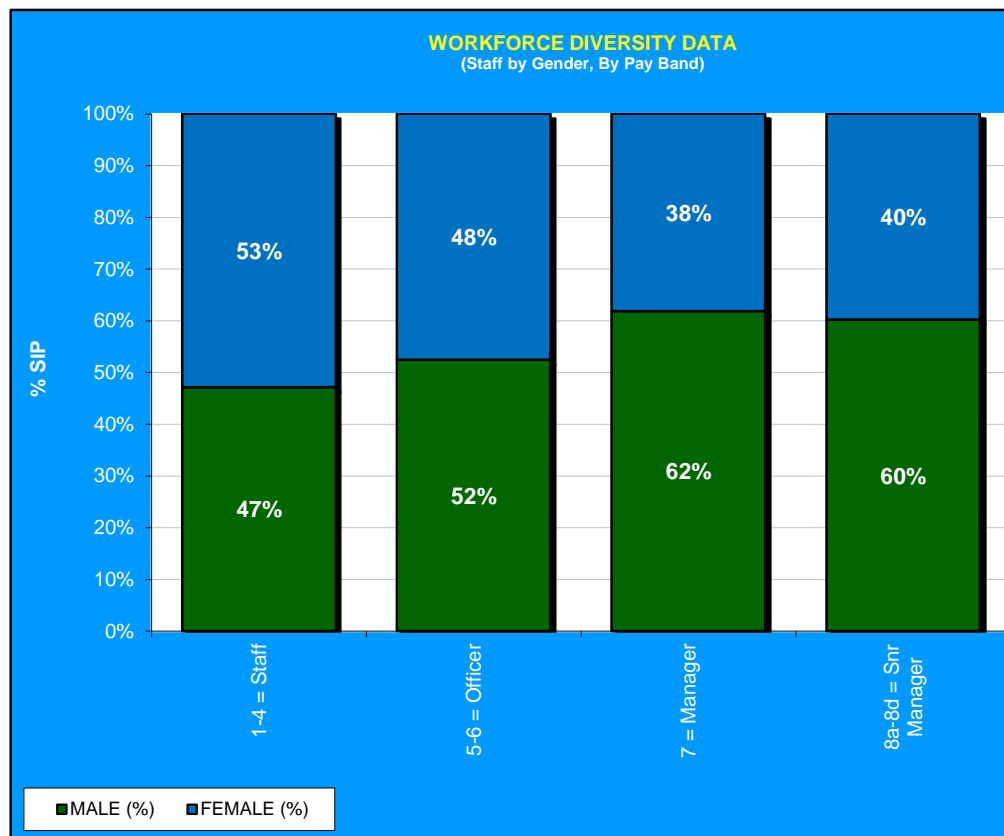
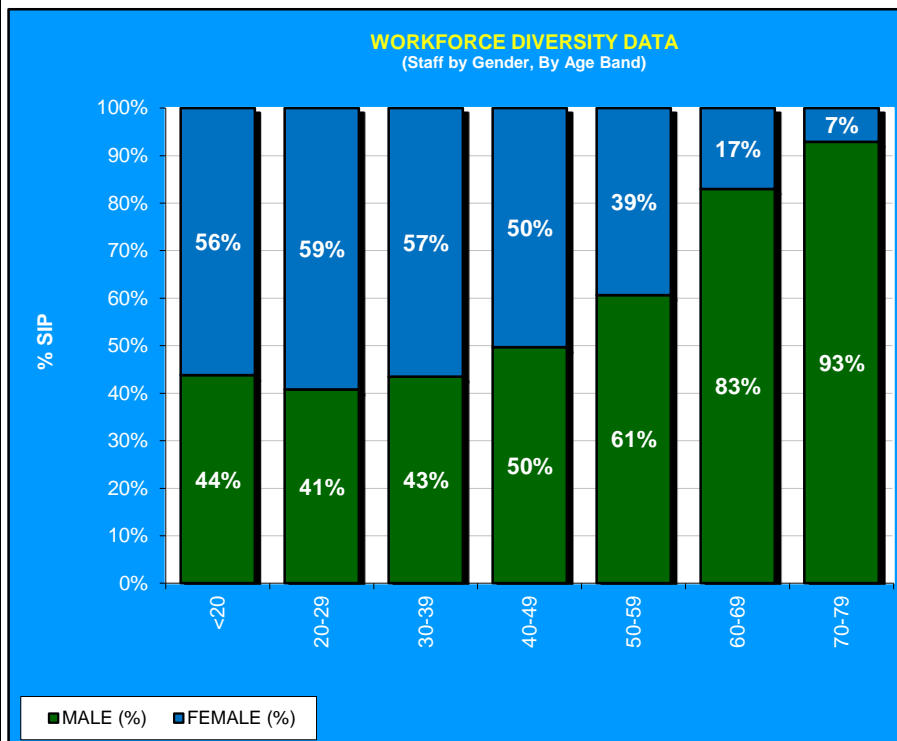




**WORKFORCE: DIVERSITY (GENDER)**

WORKFORCE (BY GENDER, BY AGE BAND)					
AGE GROUP	MALE (SIP)	MALE (%)	FEMALE (SIP)	FEMALE (%)	Total SIP
<20	7	44%	9	56%	16
20-29	242	41%	352	59%	594
30-39	313	43%	407	57%	720
40-49	404	50%	409	50%	813
50-59	325	61%	211	39%	536
60-69	107	83%	22	17%	129
70-79	13	93%	1	7%	14
<b>Total</b>	<b>1411</b>	<b>50%</b>	<b>1411</b>	<b>50%</b>	<b>2822</b>

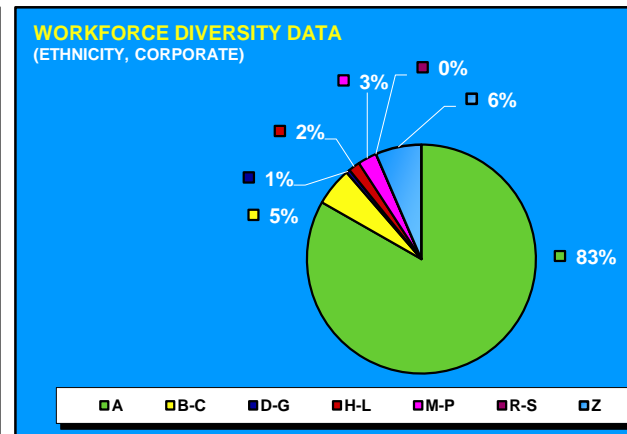
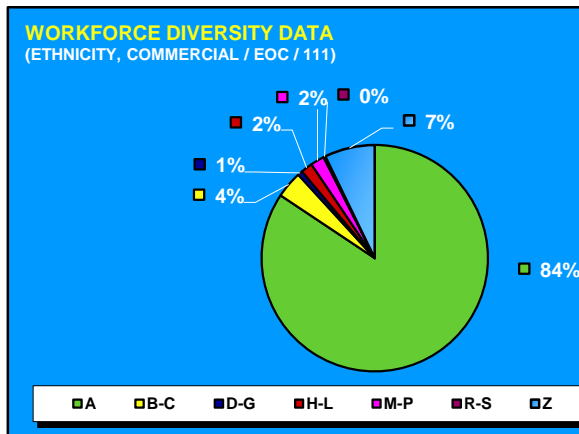
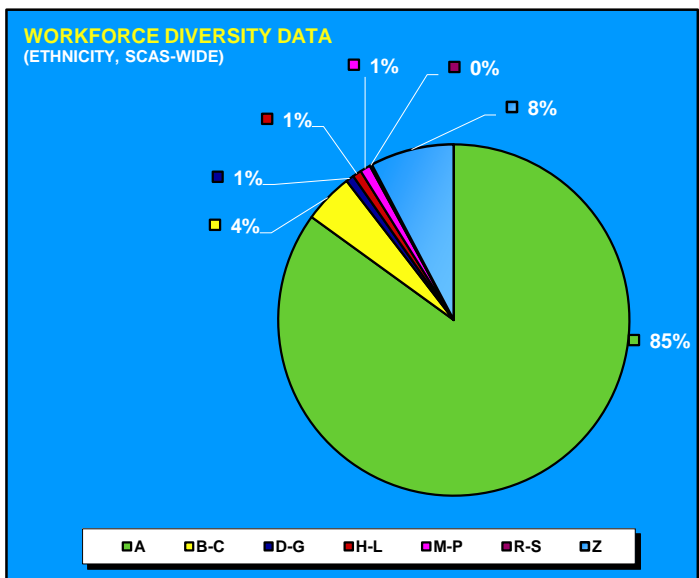
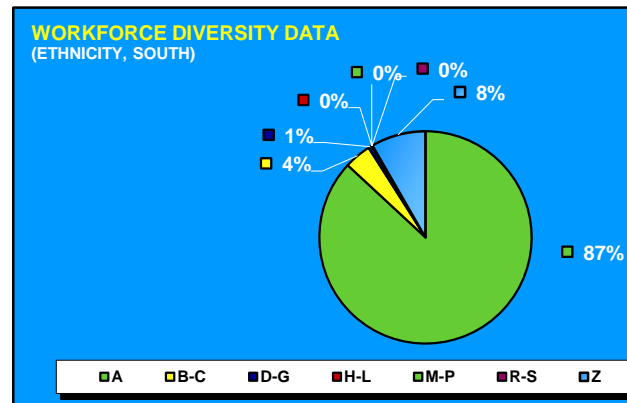
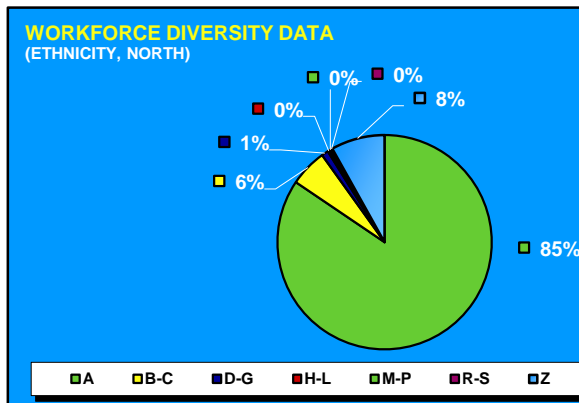
WORKFORCE (BY GENDER, BY AFC PAY-BAND)					
	MALE (SIP)	MALE (%)	FEMALE (SIP)	FEMALE (%)	Total SIP
1-4 = Staff	756	47%	847	53%	1603
5-6 = Officer	545	52%	494	48%	1039
7 = Manager	60	62%	37	38%	97
8a-8d = Snr Manager	50	60%	33	40%	83
<b>Total</b>	<b>1411</b>	<b>50%</b>	<b>1411</b>	<b>50%</b>	<b>2822</b>





### WORKFORCE: DIVERSITY (ETHNIC ORIGIN)

WORKFORCE (BY ETHNICITY, BY CLUSTER)					
Category	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
A	2398	750	637	857	154
B-C	129	50	30	39	10
D-G	21	9	4	7	1
H-L	23	3	0	17	3
M-P	27	2	0	20	5
R-S	6	2	1	3	0
Z	218	72	61	73	12
<b>Total</b>	<b>2822</b>	<b>888</b>	<b>733</b>	<b>1016</b>	<b>185</b>
WHITE	2398	750	637	857	154
BME	206	66	35	86	19
Not Disclosed	218	72	61	73	12

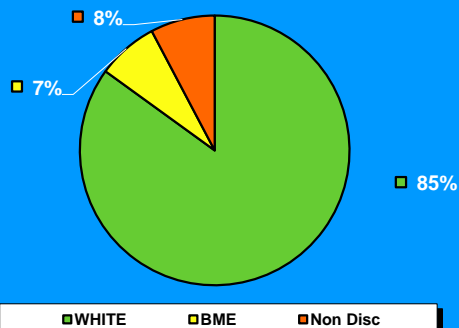


Ethnicity Codes	
A	White - British
B	White - Irish
C	White - Any other White background
D	Mixed - White & Black Caribbean
E	Mixed - White & Black African
F	Mixed - White & Asian
G	Mixed - Any other mixed background
H	Asian or Asian British - Indian
J	Asian or Asian British - Pakistani
L	Asian or Asian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



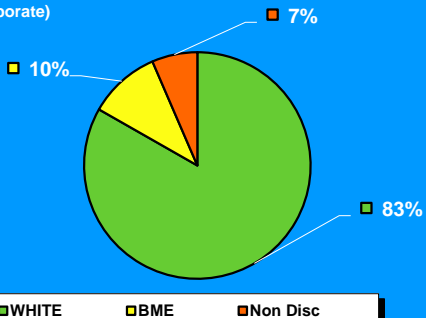
**WORKFORCE: DIVERSITY (ETHNIC ORIGIN)**

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

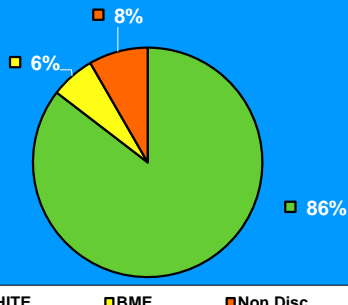


WORKFORCE (BY ETHNICITY, DIRECTORATE)								
Category	SCAS	CORP	999 OSS	999 FLS	999 EOC	NHS 111	CS PTS	CS OTHER
A	2398	154	123	1264	270	268	51	268
B-C	129	10	9	71	7	9	3	20
D-G	21	1	0	13	4	2	1	0
H-L	23	3	0	3	2	13	1	1
M-P	27	5	0	2	0	14	4	2
R-S	6	0	0	3	0	3	0	0
Z	218	12	12	121	16	20	7	30
<b>Total</b>	<b>2822</b>	<b>185</b>	<b>144</b>	<b>1477</b>	<b>299</b>	<b>329</b>	<b>67</b>	<b>321</b>
WHITE	2398	154	123	1264	270	268	51	268
BME	206	19	9	92	13	41	9	23
Non Disc	218	12	12	121	16	20	7	30

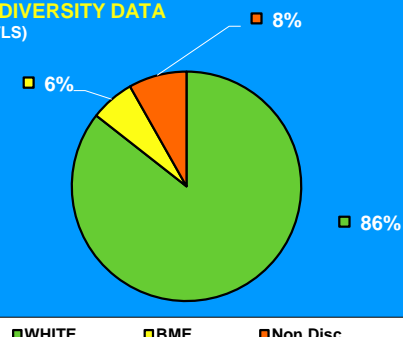
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(ETHNICITY, Corporate)



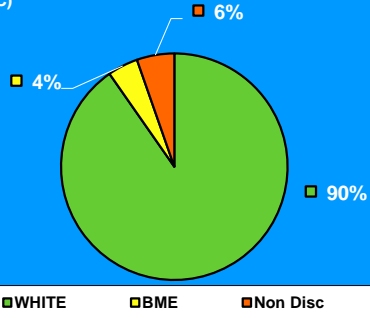
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(ETHNICITY, 999 OSS)



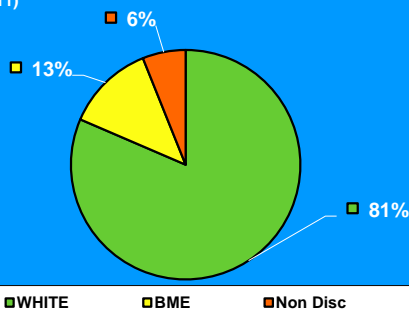
**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, 999 FLS)



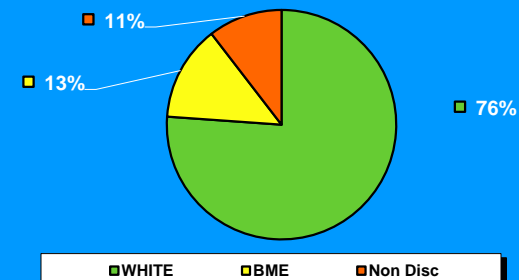
**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, 999 EOC)



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



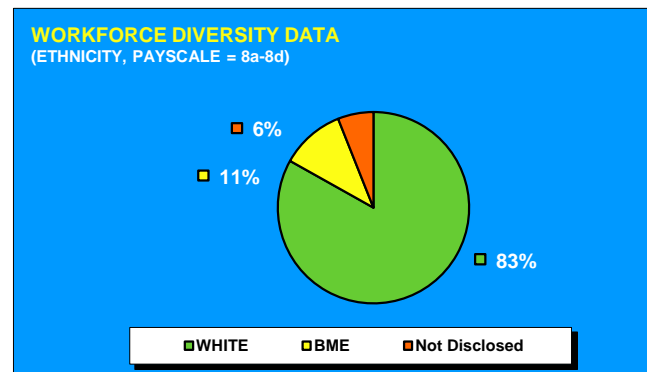
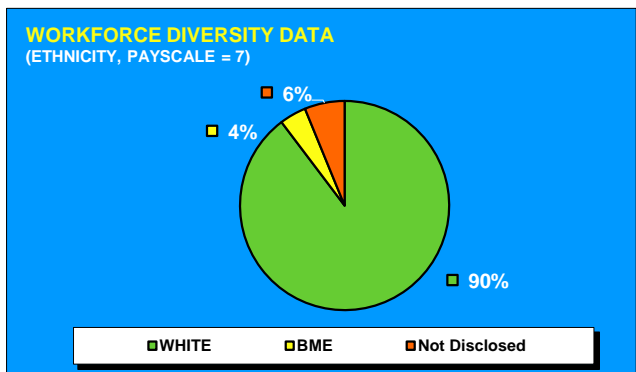
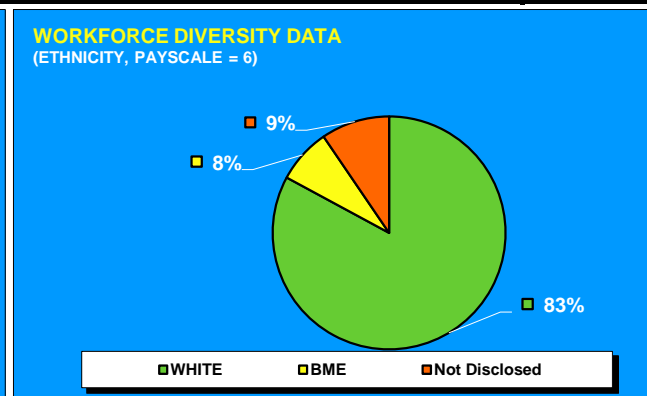
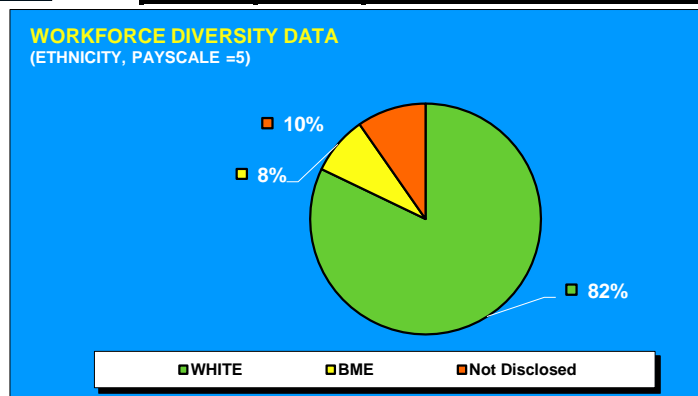
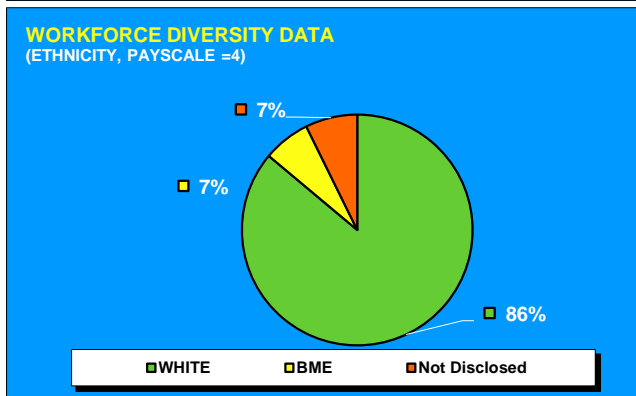
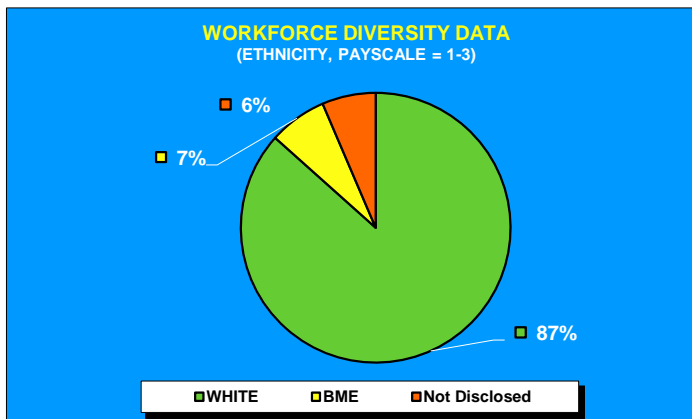
**WORKFORCE DIVERSITY DATA**  
(ETHNICITY, COMMERCIAL PTS)





**WORKFORCE: DIVERSITY (ETHNIC ORIGIN)**

WORKFORCE (BY ETHNICITY, BY AFC PAY BAND)							
	SCAS	1-3	4	5	6	7	8+
A	2398	996	390	551	305	87	69
B-C	129	44	22	38	17	2	6
D-G	21	7	3	8	2	1	0
H-L	23	13	2	3	4	0	1
M-P	27	14	2	4	4	1	2
R-S	6	2	1	2	1	0	0
Z	218	74	33	65	35	6	5
<b>Total</b>	<b>2822</b>	<b>1150</b>	<b>453</b>	<b>671</b>	<b>368</b>	<b>97</b>	<b>83</b>
WHITE	2398	996	390	551	305	87	69
BME	206	80	30	55	28	4	9
Not Disclosed	218	74	33	65	35	6	5
% BME	7.9%	7.4%	7.1%	9.1%	8.4%	4.4%	11.5%

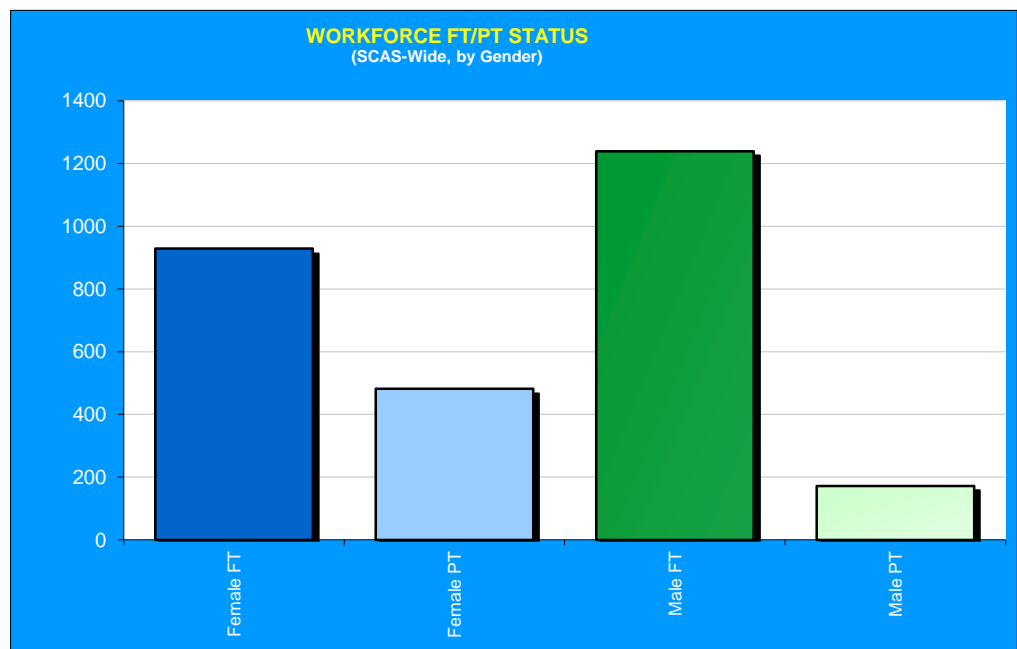
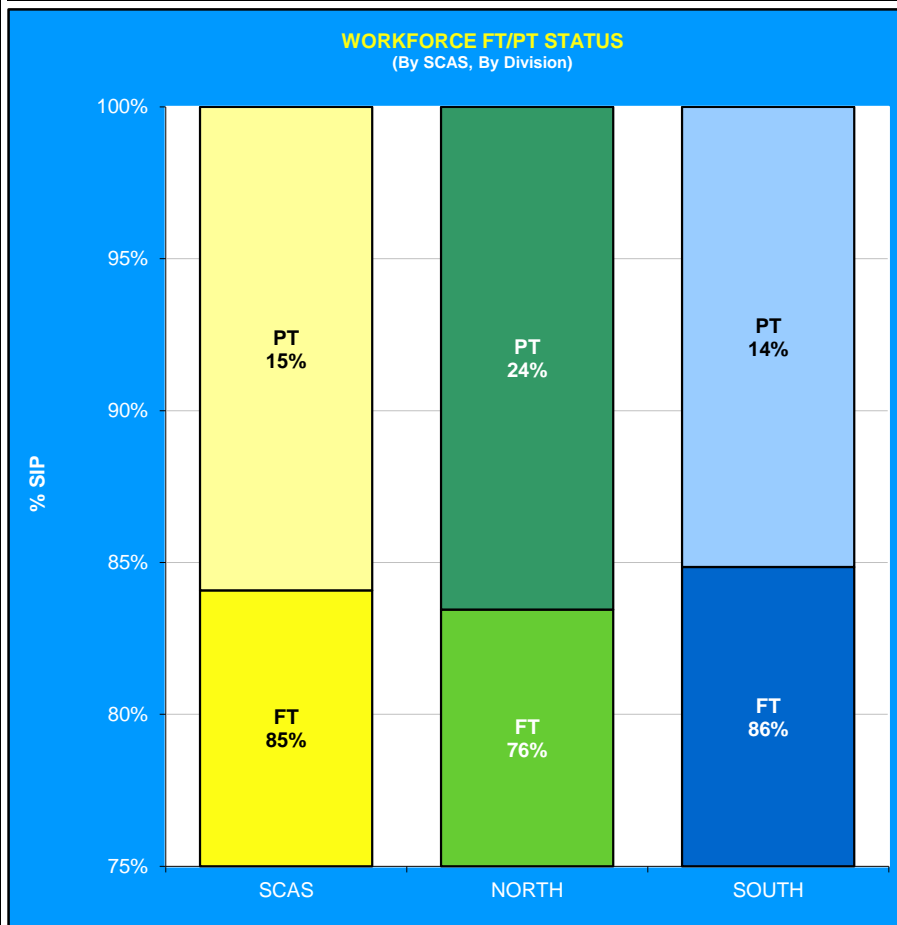




**WORKFORCE: DIVERSITY (FT / PT STATUS)**

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Total SIP	1621	888	733	1016	185
Total Full Time	1363	741	622	645	160
Total Part Time	258	147	111	371	25
% Total FT	84%	83%	85%	63%	86%
% Total PT	16%	17%	15%	37%	14%

WORKFORCE (BY EMPLOYEE FT/PT STATUS)					
Status	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Female Total	1411	404	305	616	86
% Female Total	87%	45%	42%	61%	46%
Female FT	929	299	238	324	68
% Female FT	57%	34%	32%	32%	37%
Female PT	482	105	67	292	18
% Female PT	30%	12%	9%	29%	10%
Male Total	1411	484	428	400	99
% Male Total	87%	55%	58%	39%	54%
Male FT	1239	442	384	321	92
% Male FT	76%	50%	52%	32%	50%
Male PT	172	42	44	79	7
% Male PT	11%	5%	6%	8%	4%







**WORKFORCE: DIVERSITY (MISC DATA)**

WORKFORCE (RELIGIOUS BELIEF, BY CLUSTER)					
	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Atheism	414	144	113	127	30
Buddhism	12	6	2	3	1
Christianity	1257	375	310	475	97
Hinduism	6	1		3	2
Islam	8	1	1	6	
Other	261	88	53	112	8
Non-Disclosure	861	273	254	287	47
<b>Total</b>	<b>2819</b>	<b>888</b>	<b>733</b>	<b>1013</b>	<b>185</b>

WORKFORCE (DISABLED STATUS, BY CLUSTER)					
	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Yes	140	37	26	63	14
No	1907	586	485	696	140
Non-Disclosure	775	265	222	257	31
<b>Total</b>	<b>2822</b>	<b>888</b>	<b>733</b>	<b>1016</b>	<b>185</b>

NATIONALITY	
British	2301
EU	34
Non-EU	27
<b>NON DISC</b>	<b>460</b>
<b>Total</b>	<b>2822</b>

WORKFORCE (SEXUAL ORIENTATION, BY CLUSTER)					
	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
LGB	94	33	18	38	5
Heterosexual	2017	623	505	745	144
Non-Disclosure	711	232	210	233	36
<b>Total</b>	<b>2822</b>	<b>888</b>	<b>733</b>	<b>1016</b>	<b>185</b>

% OPTIONAL DIVERSITY DATA MISSING					
	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Ethnicity	8%	8%	8%	7%	6%
Religious Beliefs	31%	31%	35%	28%	25%
Sexual Orientation	25%	26%	29%	23%	19%
Marital Status	33%	35%	30%	35%	21%
Disability	27%	30%	30%	25%	17%
Nationality	16%				
<b>Total Information</b>	<b>19623</b>	<b>7262</b>	<b>4553</b>	<b>4246</b>	<b>740</b>
DATA	12040	3290	2696	3105	587
NON DISCLOSURE	3873	1150	969	1141	153
<b>% Not Disclosed</b>	<b>20%</b>	<b>16%</b>	<b>21%</b>	<b>27%</b>	<b>21%</b>

WORKFORCE (MARITAL STATUS, BY CLUSTER)					
	SCAS	NORTH	SOUTH	CS/EOC/111	CORP
Civil Partnership	13	7	3	2	1
Divorced	125	43	23	47	12
Legally Separated	22	6	6	9	1
Married	1051	278	290	382	101
Single	682	245	186	220	31
Widowed	8	1	3	4	
Non-Disclosure	921	308	222	352	39
<b>Total</b>	<b>2822</b>	<b>888</b>	<b>733</b>	<b>1016</b>	<b>185</b>

