

Burton Hospitals NHS Foundation Trust

In line with the Equality Act 2010, there is a Duty for all public bodies to consider how their activities as employers affect people who share different 'protected characteristics' and publish this data at least annually. The protected characteristics covered by the Equality Duty are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, including ethnic or national origins, colour or nationality
- Religion or belief
- Sex
- Sexual orientation

There is also a responsibility for public bodies to consider how the decisions they make affects people who share different protected characteristics.

This document is Burton Hospitals NHS Foundation Trusts' (BHFT) response to the legal requirement to publish this data by 31st January 2012, to demonstrate how BHFT are:

1. Eliminating unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act
2. Advancing equality of opportunity between people who share a protected characteristic and people who do not share it
3. Fostering good relationships between people who share a protected characteristic and people who do not share it.

1.0 Name of organisation:

Burton Hospitals NHS Foundation Trust

2.0 Organisation description:

BHFT, comprising: Burton Hospital, Sir Robert Peel Hospital, Tamworth and Samuel Johnson Hospital, Lichfield.

2.1 Background

BHFT is the principal provider of acute hospital services for the residents of Burton upon Trent and surrounding areas including South Derbyshire and North West Leicestershire. The Trust serves a population of approximately 360,000 people and is committed to delivering high quality patient care for all.

We provide a wide range of general hospital services and have a number of outreach and community based clinics, all of which are supported by a dedicated team of clinical staff and senior managers. The Trust recognises the importance of working in the community, providing patients with the choice to access services in a setting that may be more amenable or comfortable for them. We are committed to delivering sustainable and viable services so that we can meet the needs of our patients.

The Trust has a number of partnership agreements and contracts with other healthcare providers. This enables us to act as a portal to tertiary or more specialist services that are not traditionally provided at a district general hospital. By maintaining this range of clinical networks and partnerships, our patients benefit from the sharing of best practice and learning, the seamless transfer of patients to tertiary centres, and the access to the latest research and developments.

Our main clinical services are organised and managed by two clinical directorates, Medicine and Surgery, each of which is led by a Clinical Director, an Associate Director and a Head Nurse, supported by a dedicated team of senior managers. Both of the clinical directorates meet alongside the Executive Management Team on a regular basis in order to review performance and progress service developments. Our services at a glance:

<p>Anaesthetics Audiology Cancer services (including oncology and palliative care) Cardiology Care of the elderly Dermatology Diabetes Ear, nose and throat (ENT) Emergency Department Endoscopy General Medicine General Surgery</p> <ul style="list-style-type: none"> • Colorectal • Breast • Upper GI <p>Genito-urinary medicine</p>	<p>Gynaecology Haematology Intensive care & Critical Care Nephrology* Obstetrics Ophthalmology Oral surgery* Orthodontics Paediatrics Pathology Plastic surgery* Radiology Rehabilitation Rheumatology Trauma and orthopaedics Urology & Urogynaecology</p> <p><small>* Supported by visiting consultants</small></p>
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The Trust also provides a full complement of Accident and Emergency, outpatient and direct access services. All main specialties are supported by a comprehensive range of clinical services in therapies, pharmacy, pathology, and radiology. In addition, we provide facilities to other NHS providers for specialties such as orthopaedics, phlebotomy and obstetrics.

3.0 Current Position

The attached tables provide information on the make-up of our current workforce in relation to the protected characteristics which will be updated regularly. It is appreciated that there is the opportunity for staff to share information, however it is not compulsory for staff or patients to share this information. On ESR, the Trust's system for recording information, data can be captured across all of the protected characteristics except for transgender. Consideration across the Staffordshire health economy is being given regarding how this can be addressed. BHFT will consider how to data cleanse ESR so that less information is in the 'not captured' and 'undefined' groups.

3.1 Previous work on Equality

The Trust followed the Single Equality Scheme which included:

- The development of an Equality and Diversity Action Plan
- The implementation of Equality Impact Assessments which are carried out on all policies within the Trust
- All staff receiving equality and diversity training as a mandatory requirement.

The Trust also provides staff training on dementia and learning disability awareness. The Trust engages with local community groups and patient representatives, an example of this is the Youth Forum.

The Trust has developed an Equality and Diversity Steering Group to consider how best to collect evidence regarding the protected characteristics for which there is either no information or a high 'undefined' response rate. This group will also engage with local community groups

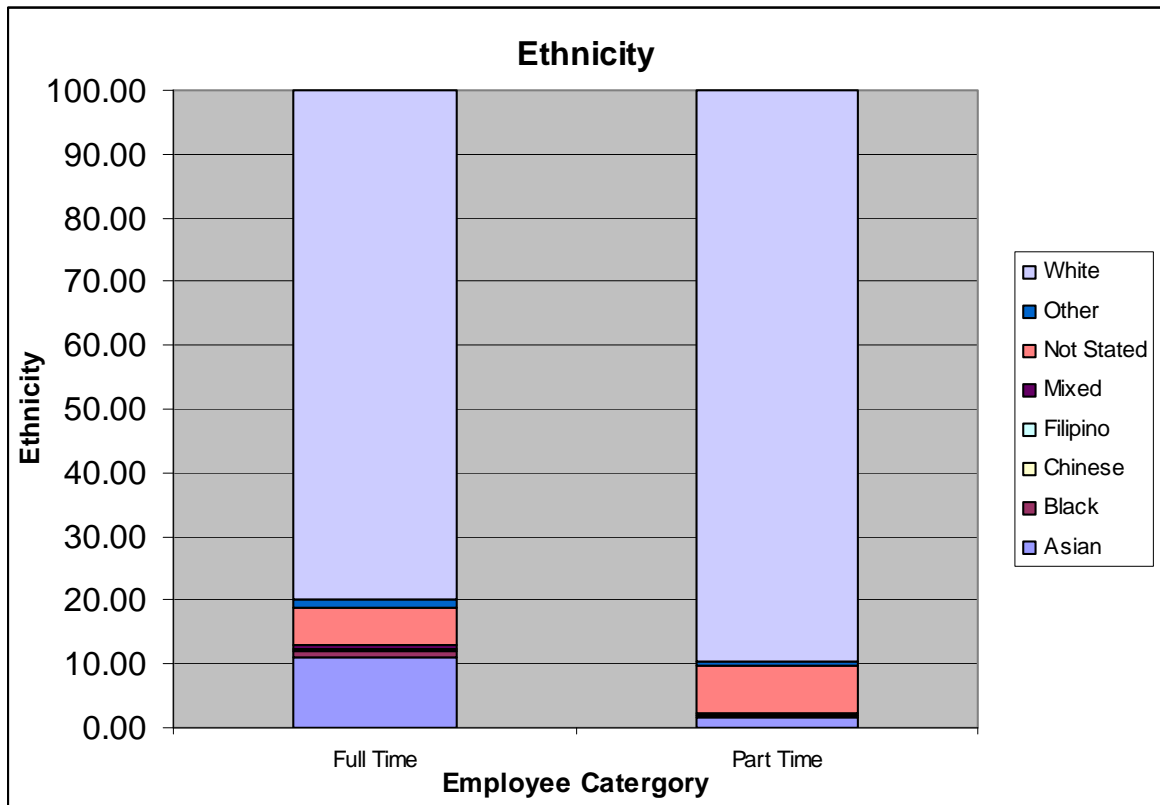
The Trust has an embedded Equality Impact Assessment process that requires policy and services to be considered for the effect they have on people who share the protected characteristics before implementation. Policy implementation does not occur until this process has been followed.

Whilst understanding the progress made so far, the Trust accepts that it still has some way to go to address the Equality Agenda. The Trust has opted in to the Equality Delivery System which is the main objective of the Equality and Diversity Steering Group.

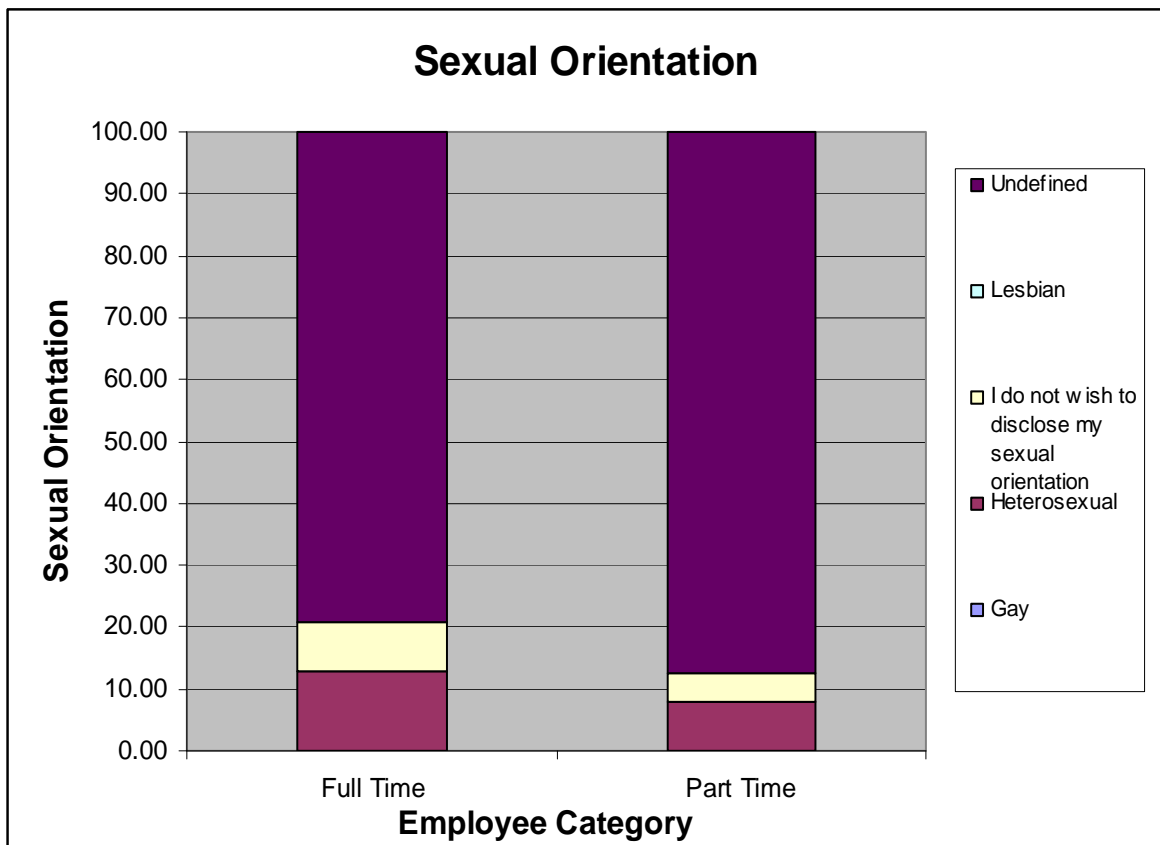
By December 2012 the Trust aims to have fully implemented the Equality Delivery System.

Staff in Post: 30/11/2011

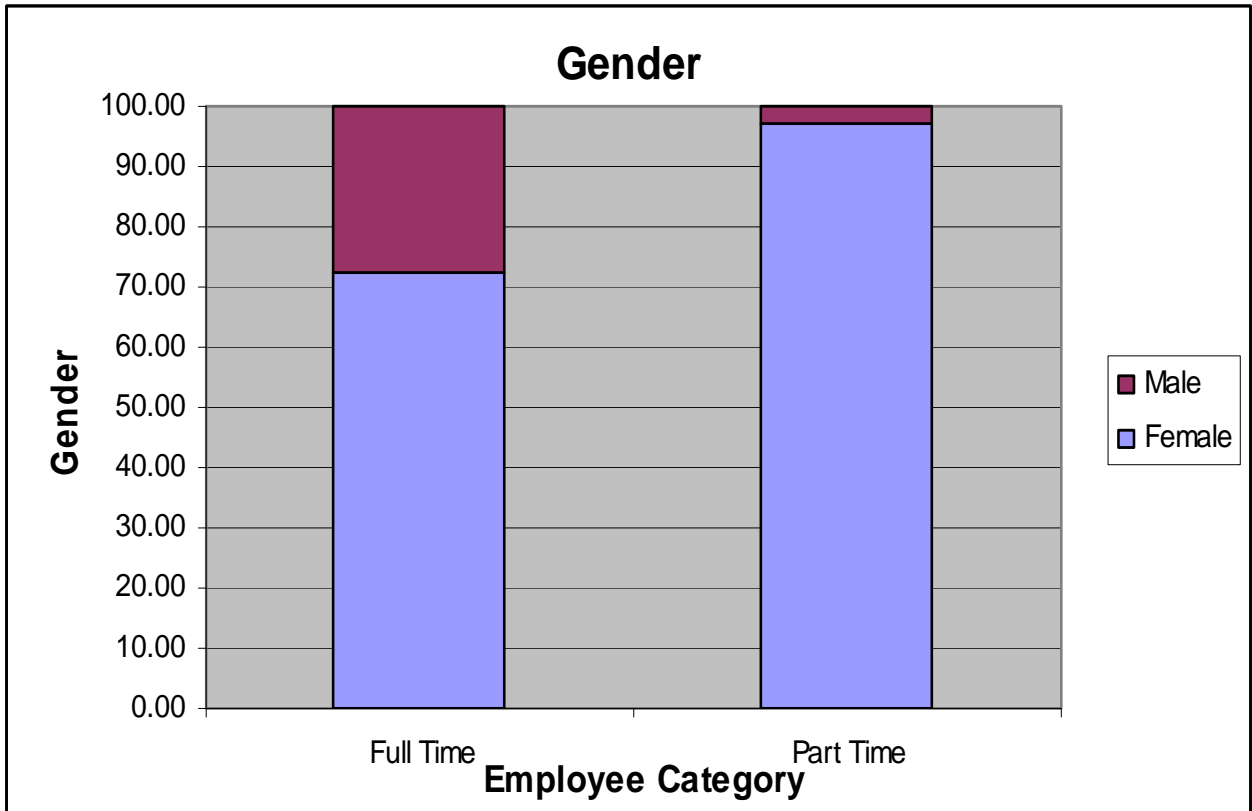
FTE by Ethnic Origin Broad Category and Full Time/Part Time Status (%)



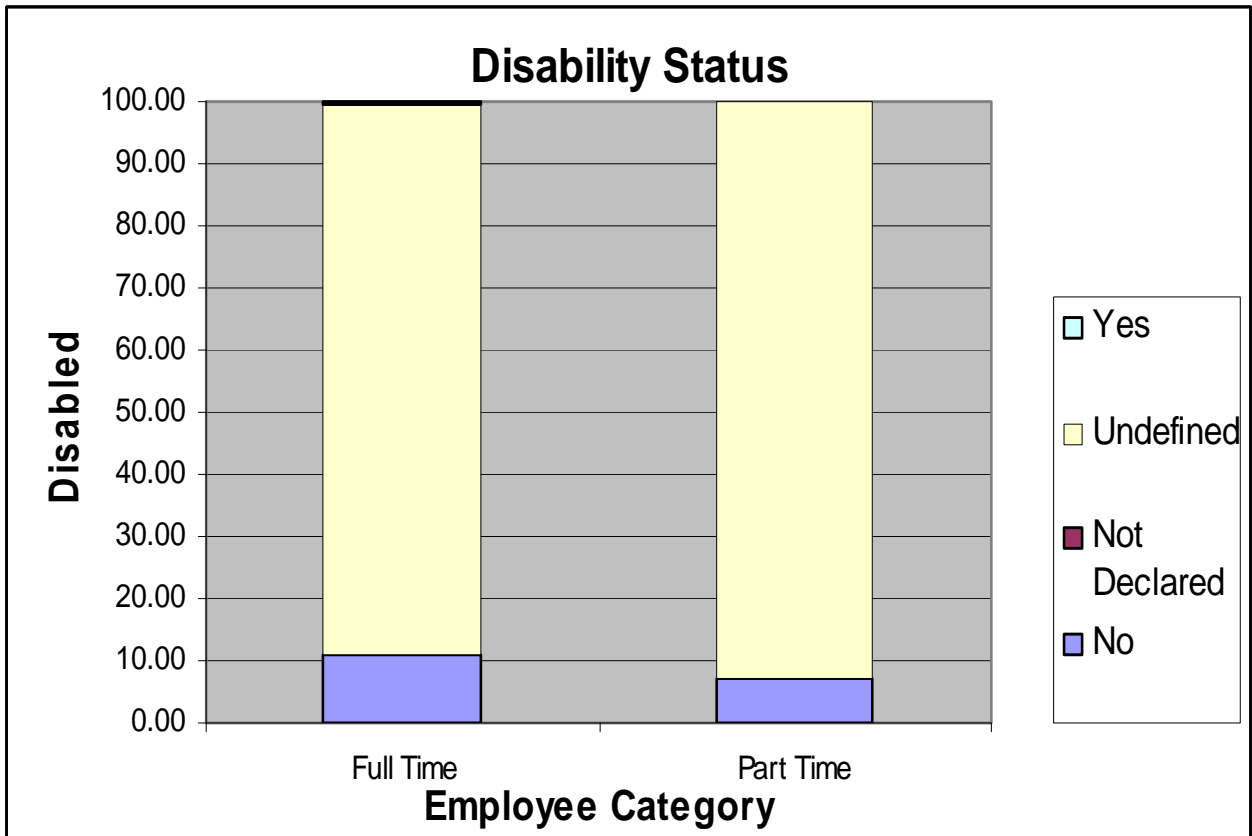
FTE by Sexual Orientation and Full Time/Part Time Status (%)



FTE by Gender and Full Time/Part Time Status (%)



FTE by Disability Status and Full Time/Part Time Status (%)



FTE by Ethnic Origin Description and Full Time/Part Time Status

Ethnic Origin	Full/Part Time Status		Grand Total
	Full Time	Part Time	
A White - British	1351.00	803.14	2154.14
B White - Irish	10.00	2.97	12.97
C White - Any other White background	19.00	8.02	27.02
CA White English		0.47	0.47
CC White Welsh		0.09	0.09
CFWhite Greek	2.00		2.00
CK White Italian	1.00		1.00
CX White Mixed	1.00		1.00
CY White Other European	5.00	0.80	5.80
D Mixed - White & Black Caribbean	2.00	1.10	3.10
F Mixed - White & Asian	4.00	0.80	4.80
G Mixed - Any other mixed background	3.00		3.00
GC Mixed - Black & White	1.00		1.00
GF Mixed - Other/Unspecified		0.80	0.80
H Asian or Asian British - Indian	125.00	6.55	131.55
J Asian or Asian British - Pakistani	42.00	5.81	47.81
K Asian or Asian British - Bangladeshi	2.00	0.53	2.53
L Asian or Asian British - Any other Asian background	17.00	0.05	17.05
LE Asian Sri Lankan	1.00	0.55	1.55
LH Asian British	1.00		1.00
LJ Asian Caribbean	1.00		1.00
LK Asian Unspecified	1.00		1.00
M Black or Black British - Caribbean		1.40	1.40
N Black or Black British - African	12.00	2.61	14.61
P Black or Black British - Any other Black background	2.00		2.00
PC Black Nigerian	3.00		3.00
PD Black British	3.00		3.00
R Chinese	1.00		1.00
S Any Other Ethnic Group	16.00	4.92	20.92
SC Filipino	3.00		3.00
SE Other Specified	10.00	1.65	11.65
Undefined	95.00	67.50	162.50
Z Not Stated	6.00		6.00
Grand Total	1740.00	909.76	2649.76

FTE by Ethnic origin Broad Category and Full/Part Time Status

Origin Broad	Full/Part Time Status		Grand Total
	Full Time	Part Time	
Asian	190.00	13.49	203.49
Black	20.00	4.01	24.01
Chinese	1.00		1.00
Filipino	3.00		3.00
Mixed	10.00	2.70	12.70
Not Stated	101.00	67.50	168.50
Other	26.00	6.57	32.57
White	1389.00	815.49	2204.49
Grand Total	1740.00	909.76	2649.76

FTE by Religious Belief and Full/Part Time Status

Religious Belief	Full/Part Time Status		Grand Total
	Full Time	Part Time	
Atheism	30.00	5.83	35.83
Christianity	178.00	62.53	240.53
Hinduism	1.00		1.00
I do not wish to disclose my religion/belief	141.00	40.80	181.80
Islam	5.00	0.60	5.60
Other	15.00	5.62	20.62
Undefined	1370.00	794.38	2164.38
Grand Total	1740.00	909.76	2649.76

FTE by Sexual Orientation and Full/Part Time Status

Sexual Orientation	Full/Part Time Status		Grand Total
	Full Time	Part Time	
Gay	1.00		1.00
Heterosexual	225.00	72.72	297.72
I do not wish to disclose my sexual orientation	137.00	42.26	179.26
Lesbian	1.00		1.00
Undefined	1376.00	794.78	2170.78
Grand Total	1740.00	909.76	2649.76

FTE by Age Band and Full/Part Time Status

Age Band	Full/Part Time Status		Grand Total
	Full Time	Part Time	
20-24 Years Old	130.00	28.35	158.35
25-29 Years Old	242.00	42.88	284.88
30-34 Years Old	180.00	95.42	275.42
35-39 Years Old	197.00	120.73	317.73
40-44 Years Old	217.00	150.43	367.43
45-49 Years Old	272.00	175.90	447.90
50-54 Years Old	274.00	150.16	424.16
55-59 Years Old	163.00	91.43	254.43
60-64 Years Old	52.00	39.55	91.55
65-69 Years Old	7.00	9.37	16.37
Less than 20 Years Old	5.00	4.74	9.74
Over 70 Years Old	1.00	0.80	1.80
Grand Total	1740.00	909.76	2649.76

FTE by Gender and Full/Part Time Status

Gender	Full/Part Time Status		Grand Total
	Full Time	Part Time	
Female	1262.00	882.92	2144.92
Male	478.00	26.84	504.84
Grand Total	1740.00	909.76	2649.76

FTE by Disability Status and Full/Part Time Status

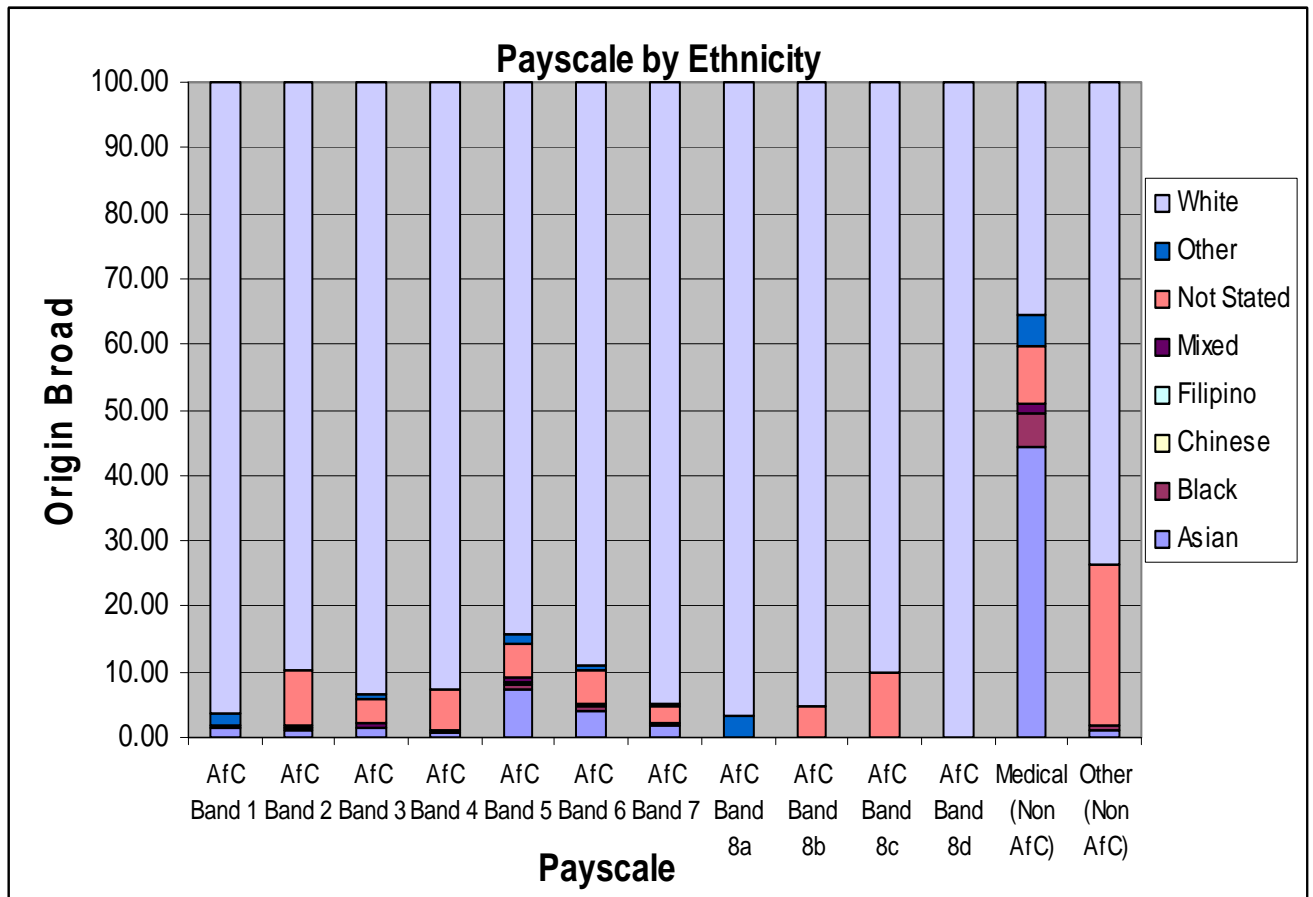
Disabled	Full/Part Time Status		Grand Total
	Full Time	Part Time	
No	193.00	65.97	258.97
Not Declared		0.53	0.53
Undefined	1539.00	841.53	2380.53
Yes	8.00	1.73	9.73
Grand Total	1740.00	909.76	2649.76

FTE by Marital Status and Full/Part Time Status

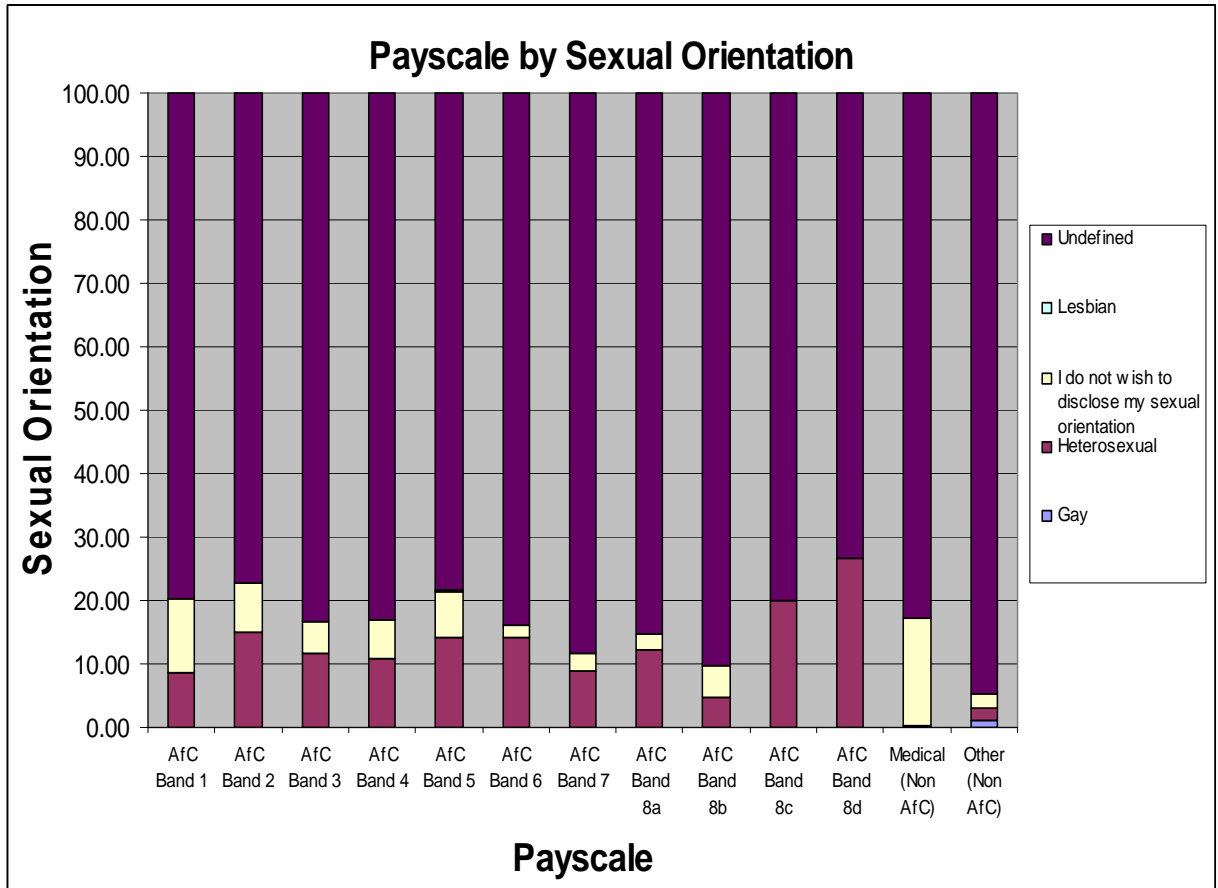
Marital Status	Full/Part Time Status		Grand Total
	Full Time	Part Time	
Civil Partnership	4.00	0.93	4.93
Divorced	125.00	73.67	198.67
Legally Separated	18.00	6.62	24.62
Married	938.00	634.12	1572.12
Single	584.00	170.91	754.91
Unknown	9.00	5.88	14.88
Widowed	15.00	4.75	19.75
Grand Total	1693.00	896.89	2589.89

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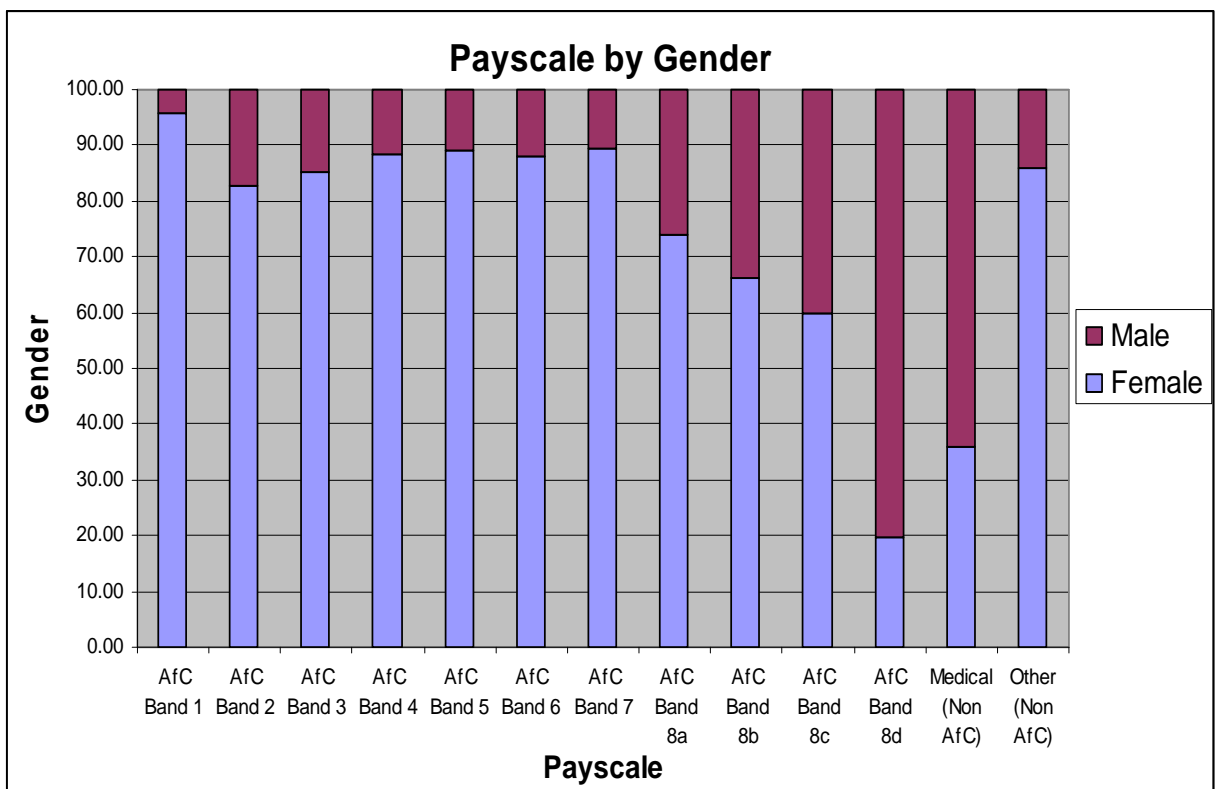
FTE by Ethnic Origin Broad Category and Pay scale (%)



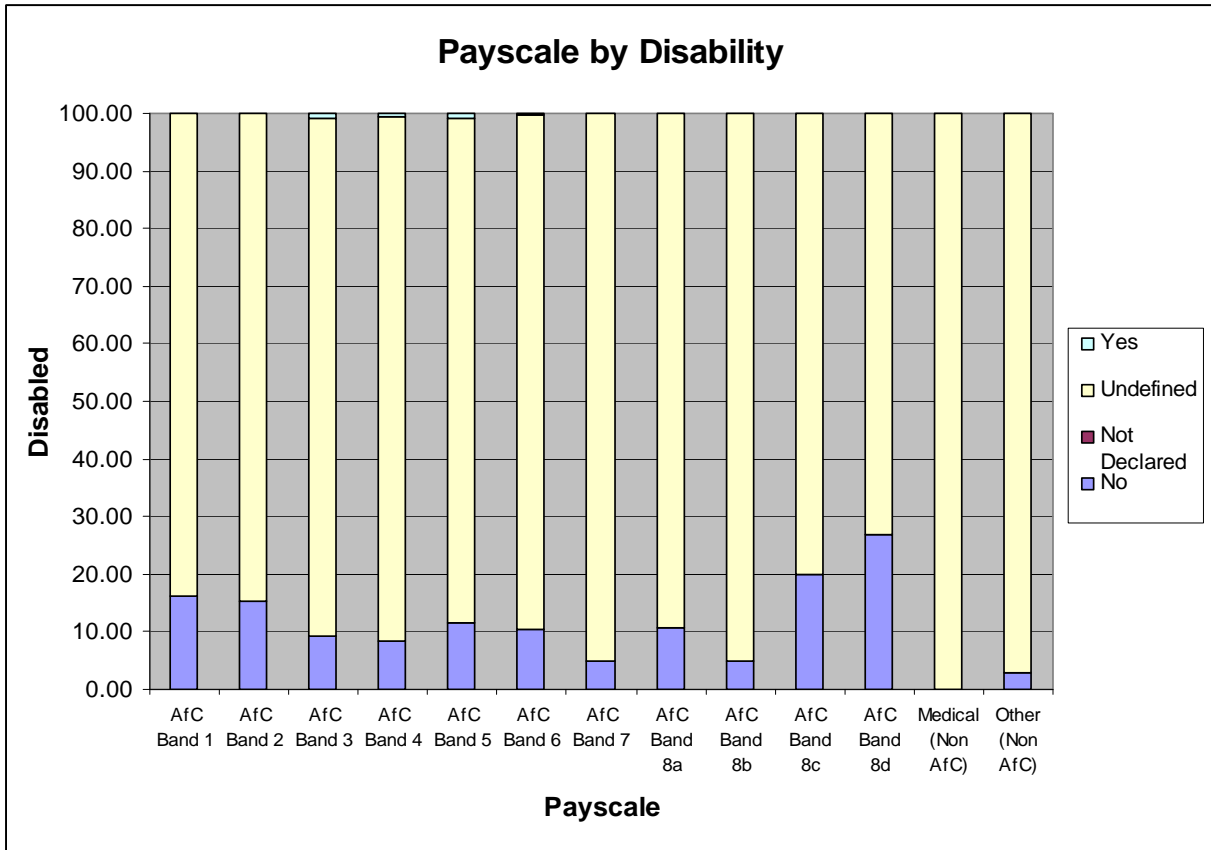
FTE by Sexual Orientation and Pay scale (%)



FTE by Gender and Pay scale(%)



FTE by Disability Status and Pay scale(%)



FTE by Ethnic Origin Description and Pay scale

Ethnic Origin	Payscale												Medical (Non AfC)	Other (Non AfC)	Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d				
A White - British	94.35	446.84	202.65	158.61	444.45	374.22	183.34	57.58	19.63	9.00	3.73	84.90	74.83	2154.14	
B White - Irish	1.49	1.60	1.00		5.00	2.48	1.40							12.97	
C White - Any other White background	3.73	1.40	0.68	1.00	2.16	3.00	0.60	2.00				12.45		27.02	
CA White English	0.47													0.47	
CC White Welsh												0.09		0.09	
CFWhite Greek												2.00		2.00	
CK White Italian												1.00		1.00	
CX White Mixed												1.00		1.00	
CY White Other European	1.80	1.00			1.00							2.00		5.80	
D Mixed - White & Black Caribbean		1.00	1.10									1.00		3.10	
F Mixed - White & Asian				1.00	2.00	1.80								4.80	
G Mixed - Any other mixed background					1.00							2.00		3.00	
GC Mixed - Black & White												1.00		1.00	
GF Mixed - Other/Unspecified					0.80									0.80	
H Asian or Asian British - Indian	0.53	2.40			26.92	11.00						90.70		131.55	
J Asian or Asian British - Pakistani	1.12	3.01	2.40	1.00	6.80	1.37	2.40					29.70		47.81	
K Asian or Asian British - Bangladeshi		0.53										2.00		2.53	
L Asian or Asian British - Any other Asian background			1.00		6.00	5.00	1.00					3.05	1.00	17.05	
LE Asian Sri Lankan												1.55		1.55	
LH Asian British												1.00		1.00	
LJ Asian Caribbean												1.00		1.00	
LK Asian Unspecified												1.00		1.00	
M Black or Black British - Caribbean		0.60			0.80									1.40	
N Black or Black British - African		1.07			2.55	3.00	1.00					7.00		14.61	
P Black or Black British - Any other Black background												2.00		2.00	
PC Black Nigerian												3.00		3.00	
PD Black British												2.00	1.00	3.00	
R Chinese												1.00		1.00	
S Any Other Ethnic Group	1.60	1.00	0.80		6.52	1.00		1.00				9.00		20.92	
SC Filipino		1.00			2.00									3.00	
SE Other Specified			0.91		2.00	1.75	1.00	1.00				5.00		11.65	
Undefined	0.47	40.31	8.41	10.55	27.11	22.30	4.87		1.00	1.00		21.78	24.69	162.50	
Z Not Stated		1.00			1.00							4.00		6.00	
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76	

FTE by Ethnic Origin Broad Category and Pay scale

Origin Broad	Payscale													Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	Medical (Non AfC)	Other (Non AfC)	
Asian	1.65	5.95	3.40	1.00	39.72	17.37	3.40					130.00	1.00	203.49
Black		1.67			3.35	3.00	1.00					14.00	1.00	24.01
Chinese												1.00		1.00
Filipino		1.00			2.00									3.00
Mixed		1.00	1.10	1.00	3.80	1.80						4.00		12.70
Not Stated	0.47	41.31	8.41	10.55	28.11	22.30	4.87		1.00	1.00		25.78	24.69	168.50
Other	1.60	1.00	1.71		8.52	2.75	1.00	2.00				14.00		32.57
White	101.85	450.84	204.32	159.61	452.61	379.70	185.34	59.58	19.63	9.00	3.73	103.44	74.83	2204.49
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76

FTE by Religious Belief and Pay scale

Religious Belief	Payscale													Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	Medical (Non AfC)	Other (Non AfC)	
Atheism		10.56	2.53	3.67	10.67	4.40	2.00	1.00			1.00			35.83
Christianity	6.91	60.87	18.07	13.17	62.22	53.02	15.27	4.00	1.00	2.00		2.00	2.00	240.53
Hinduism					1.00									1.00
I do not wish to disclose my religion/belief	13.08	36.07	13.55	12.95	38.61	7.15	5.80	2.50	1.00			48.69	2.40	181.80
Islam		2.00	0.60		1.00	2.00								5.60
Other	1.45	5.80	1.60		4.00	4.77	0.50	1.50					1.00	20.62
Undefined	84.13	387.46	182.60	142.37	420.61	355.59	172.04	52.58	18.63	8.00	2.73	241.52	96.12	2164.38
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76

FTE by Sexual Orientation and Pay scale

Sexual Orientation	Payscale												Medical (Non AfC)	Other (Non AfC)	Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d				
Gay														1.00	1.00
Heterosexual	9.05	75.93	25.80	18.44	76.23	60.19	17.57	7.50	1.00	2.00	1.00	1.00	2.00	2.00	297.72
I do not wish to disclose my sexual orientation	12.39	38.37	10.55	10.95	39.27	8.15	5.00	1.50	1.00				49.69	2.40	179.26
Lesbian					1.00										1.00
Undefined	84.13	388.46	182.60	142.77	421.61	358.59	173.04	52.58	18.63	8.00	2.73	241.52	96.12	2170.78	
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76	

FTE by Age Band and Pay scale

Age Band	Payscale												Medical (Non AfC)	Other (Non AfC)	Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d				
20-24 Years Old	7.12	44.18	10.70	8.08	56.27	7.00						17.00	8.00	158.35	
25-29 Years Old	2.73	37.98	14.84	13.04	112.27	39.53	6.50	2.00				48.00	8.00	284.88	
30-34 Years Old	6.75	48.76	19.24	16.73	75.83	48.67	13.44	5.80	1.00			32.20	7.00	275.42	
35-39 Years Old	4.41	38.41	15.29	16.41	76.43	66.96	26.49	8.42	1.00		2.00	45.11	16.79	317.73	
40-44 Years Old	16.14	64.98	23.18	18.95	60.25	73.75	36.65	11.61	2.89	2.00		42.20	14.83	367.43	
45-49 Years Old	21.86	83.00	43.59	23.89	64.77	83.24	48.34	10.30	3.00	4.00	0.73	40.57	20.60	447.90	
50-54 Years Old	18.32	83.69	51.63	34.02	46.23	67.25	43.23	18.45	9.74	1.00		35.26	15.33	424.16	
55-59 Years Old	15.79	62.96	28.96	27.77	34.19	30.04	18.70	5.00	1.00	3.00	1.00	17.88	8.13	254.43	
60-64 Years Old	5.69	32.01	11.51	9.47	8.31	8.50	2.25		2.00			10.50	1.30	91.55	
65-69 Years Old	2.01	3.80		1.80	3.55	1.99						1.68	1.54	16.37	
Less than 20 Years Old	4.74	3.00		2.00										9.74	
Over 70 Years Old												1.80		1.80	
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76	

FTE by Gender and Pay scale

Gender	Payscale													Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	Medical (Non AfC)	Other (Non AfC)	
Female	101.26	415.82	186.30	152.45	479.75	375.88	175.11	45.58	13.63	6.00	0.73	105.17	87.22	2144.92
Male	4.31	86.94	32.64	19.71	58.35	51.04	20.50	16.00	7.00	4.00	3.00	187.04	14.30	504.84
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76

FTE by Disability Status and Pay scale

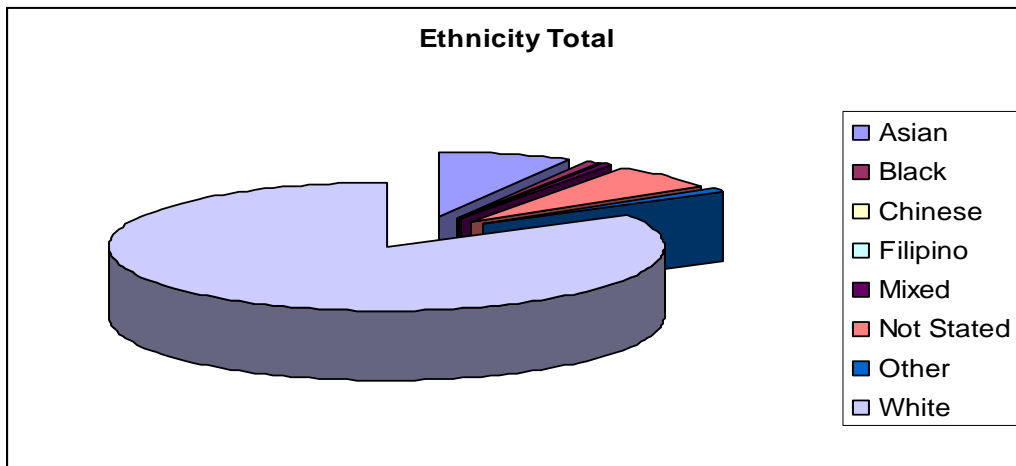
Disabled	Payscale													Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	Medical (Non AfC)	Other (Non AfC)	
No	16.96	76.90	20.41	14.44	62.35	44.64	9.77	6.50	1.00	2.00	1.00		3.00	258.97
Not Declared		0.53												0.53
Undefined	88.61	425.10	196.84	156.72	470.75	380.48	185.84	55.08	19.63	8.00	2.73	292.21	98.52	2380.53
Yes		0.23	1.69	1.00	5.00	1.80								9.73
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76

FTE by Marital Status and Pay scale

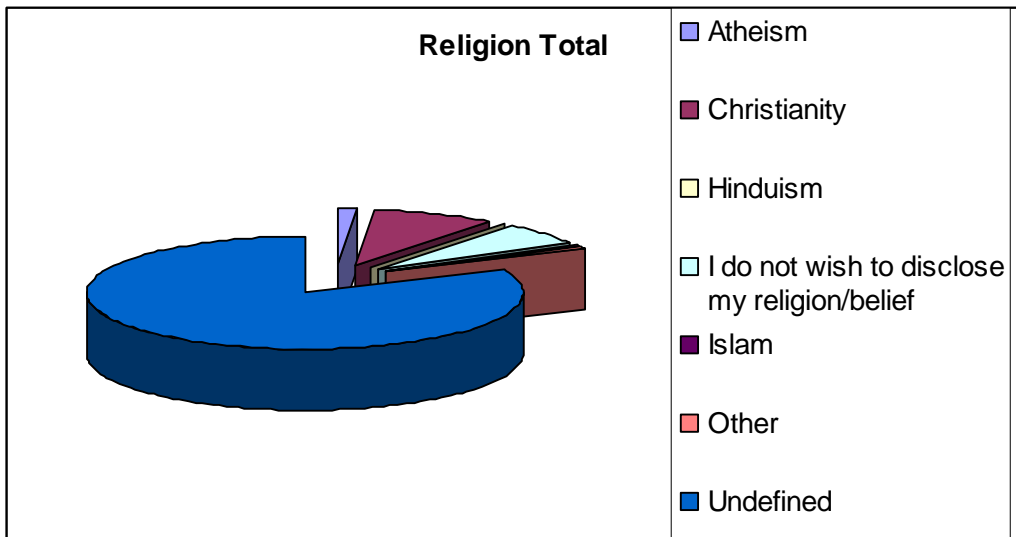
Marital Status	Payscale													Grand Total
	AfC Band 1	AfC Band 2	AfC Band 3	AfC Band 4	AfC Band 5	AfC Band 6	AfC Band 7	AfC Band 8a	AfC Band 8b	AfC Band 8c	AfC Band 8d	Medical (Non AfC)	Other (Non AfC)	
Civil Partnership	0.93	2.00			1.00								1.00	4.93
Divorced	8.53	49.89	22.41	13.25	34.52	29.96	14.78	9.85	2.00	1.00		2.00	10.48	198.67
Legally Separated	0.80	5.00	3.67	2.00	5.55	3.00	2.61	1.00				1.00		24.62
Married	59.41	286.72	135.92	108.23	262.73	276.52	143.73	37.04	14.63	8.00	3.73	188.79	46.67	1572.12
Single	31.43	145.65	52.33	41.08	220.76	107.84	32.49	13.69	3.00			73.87	32.76	754.91
Unknown		2.24	0.84	2.43	0.51	2.80						3.00	3.07	14.88
Widowed	1.08	5.01	1.68	2.00	3.64	0.80	2.00		1.00				2.54	19.75
Not Stated	3.39	6.26	2.10	3.17	9.41	6.00				1.00		23.55	5.00	59.87
Grand Total	105.57	502.77	218.94	172.16	538.11	426.92	195.61	61.58	20.63	10.00	3.73	292.21	101.52	2649.76

Staff in Post: 30/11/2011

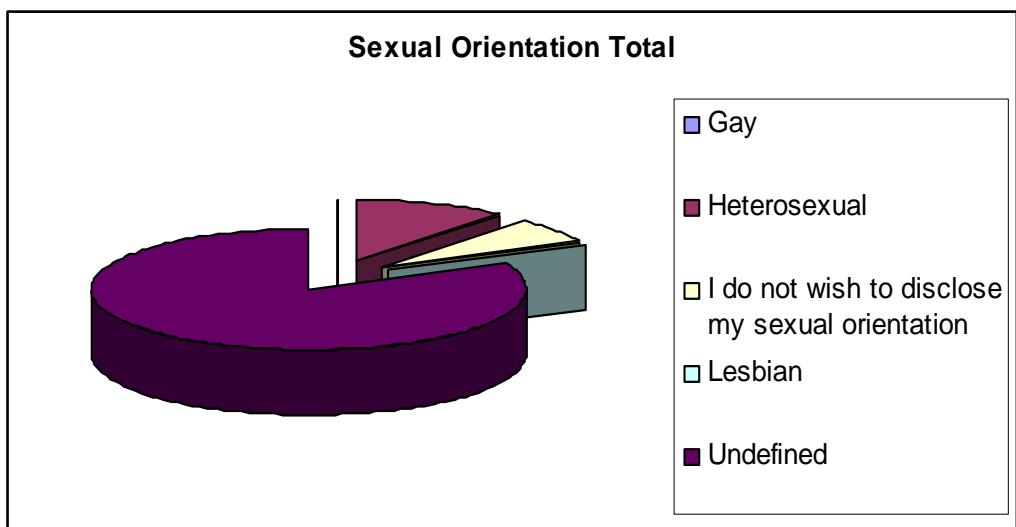
FTE by Ethnic Origin Broad Category (%)



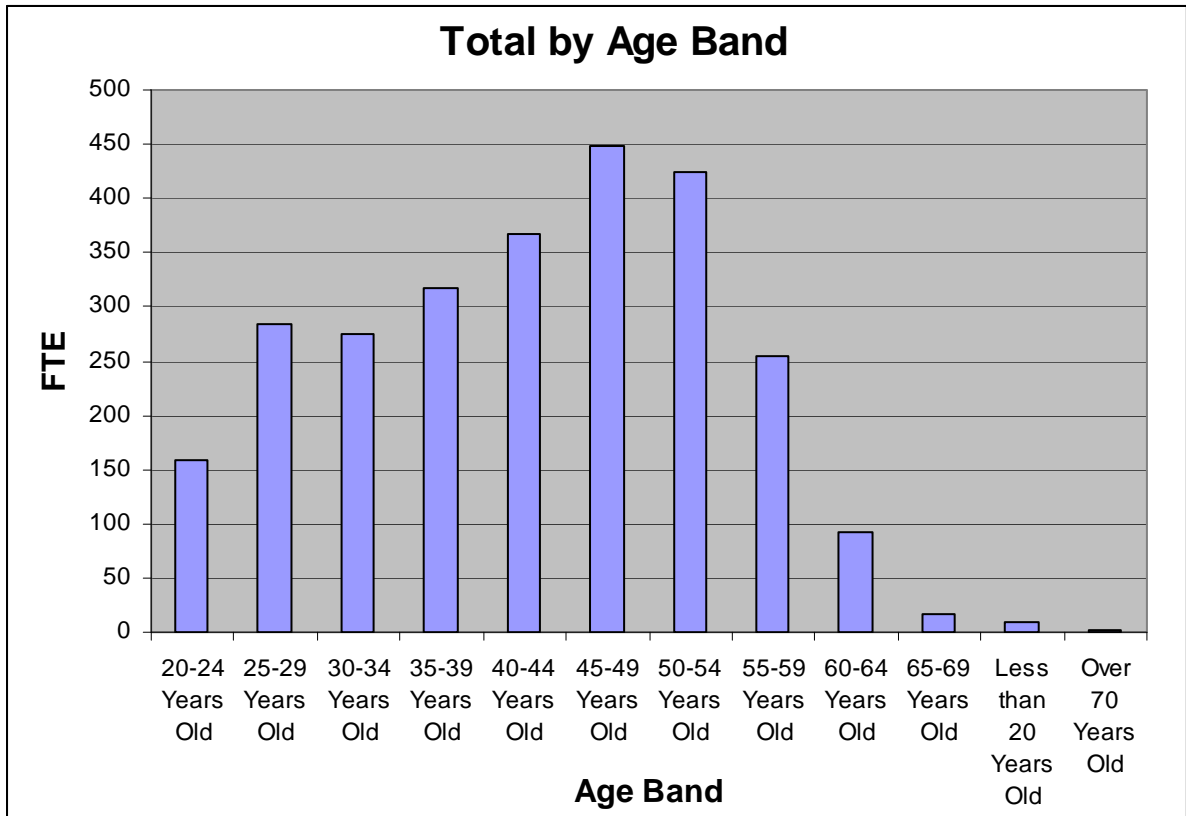
FTE by Religious Belief



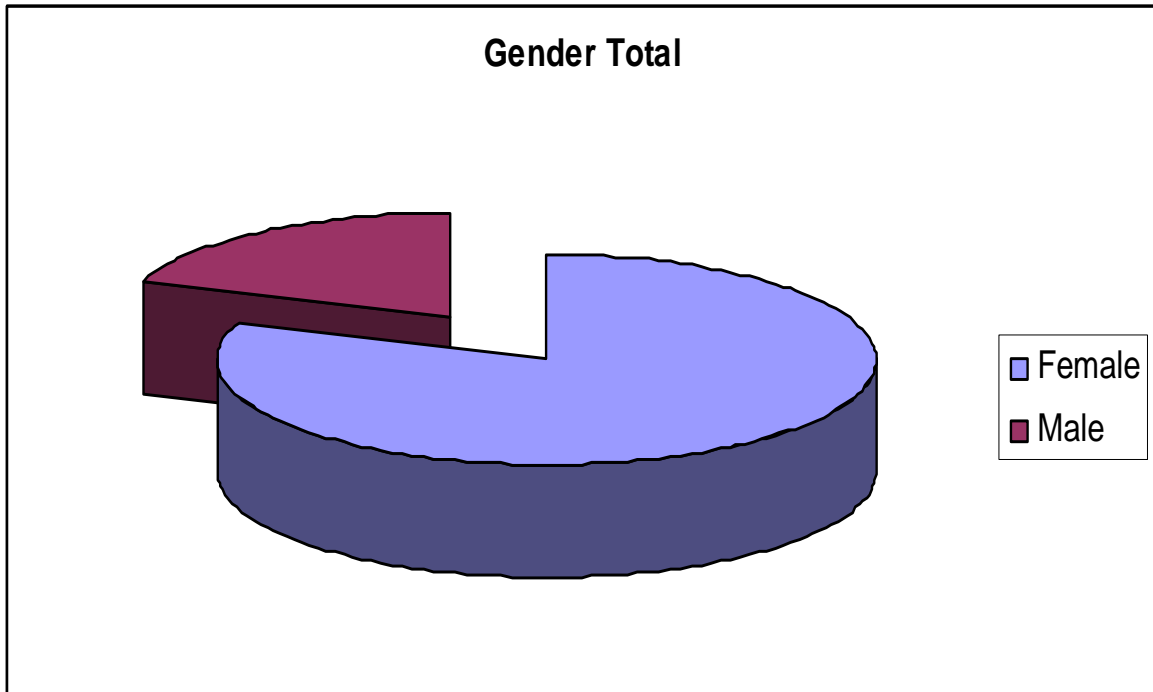
FTE by Sexual Orientation



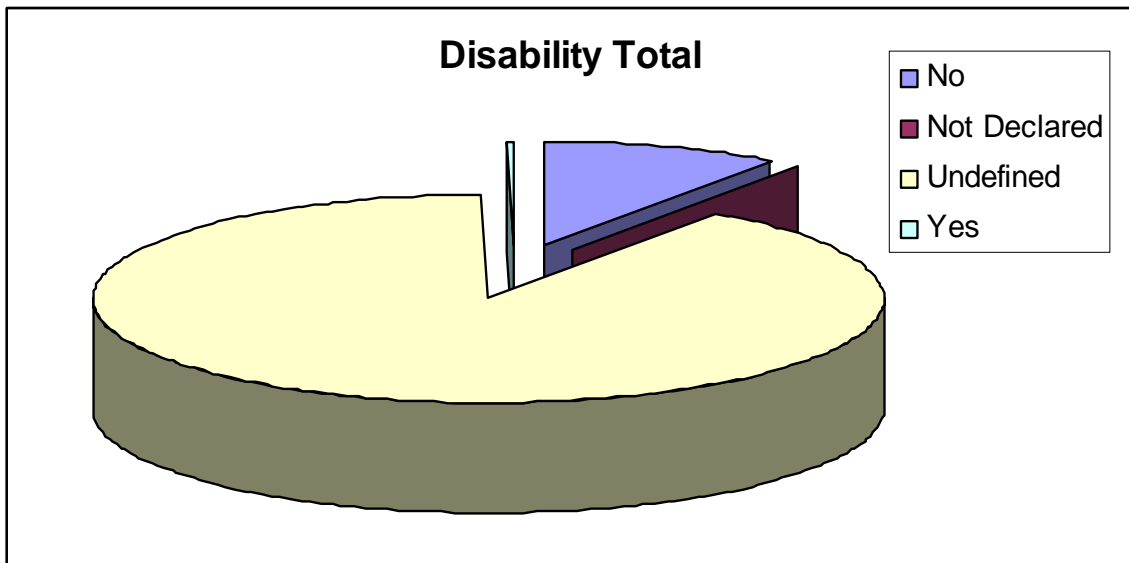
FTE by Age Band



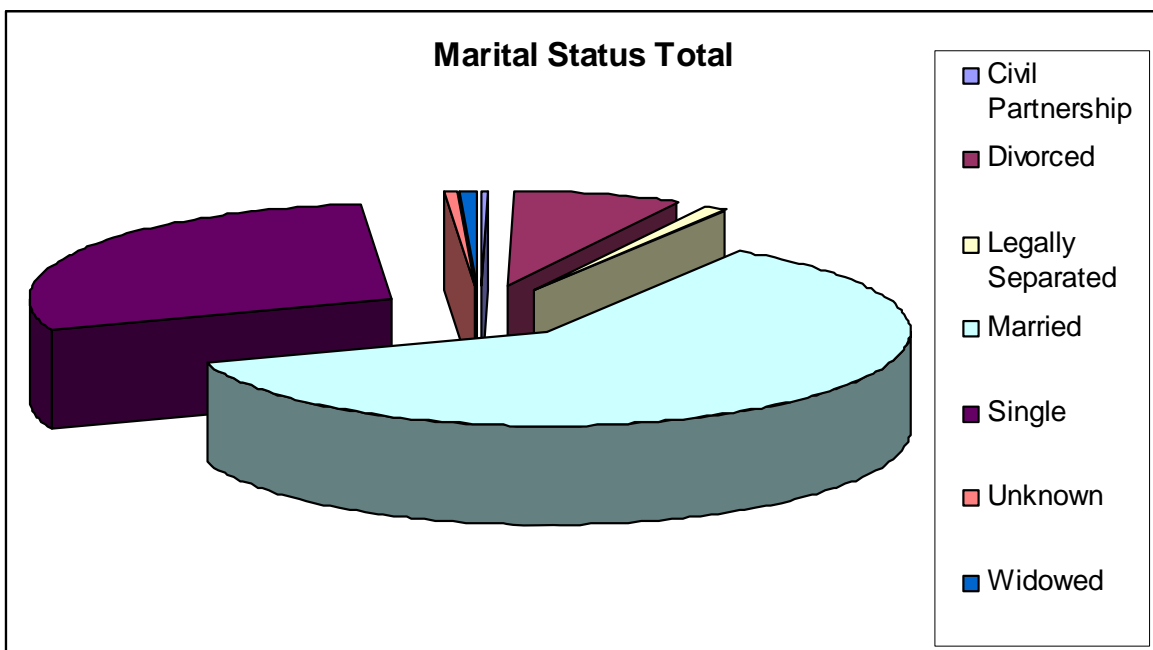
FTE by Gender



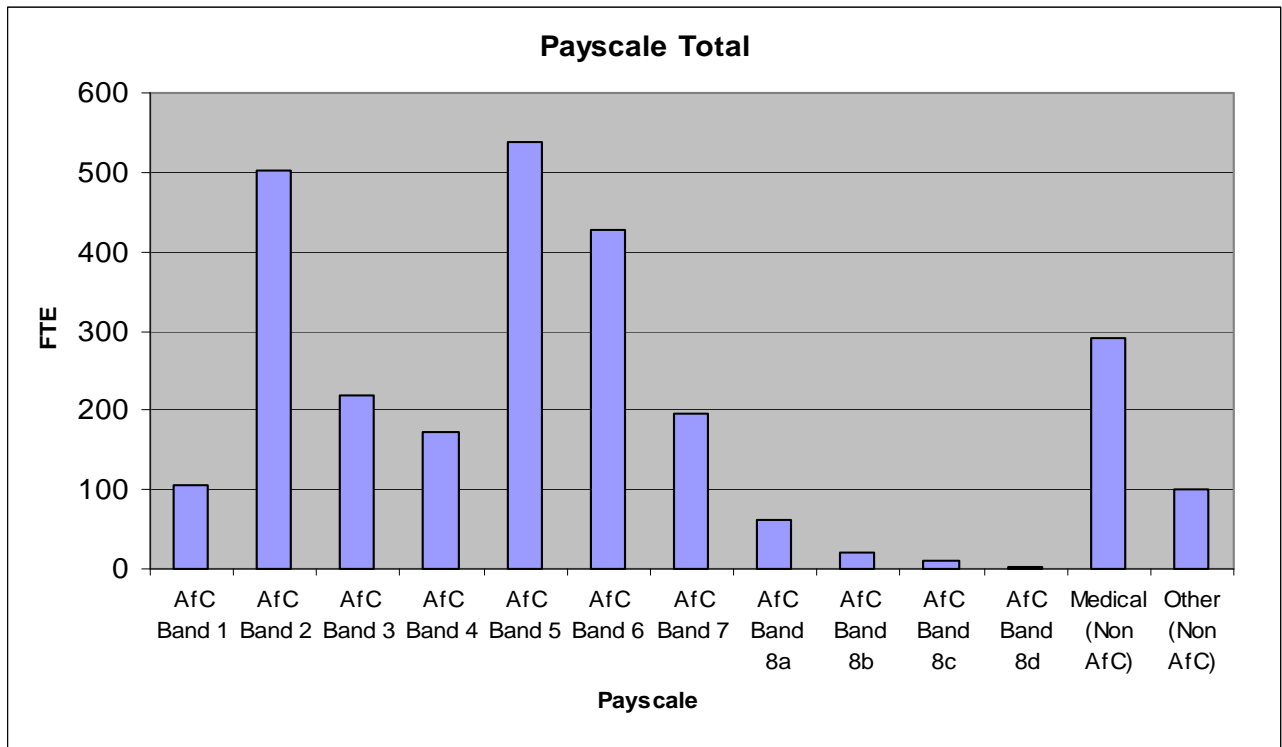
FTE by Disability Status



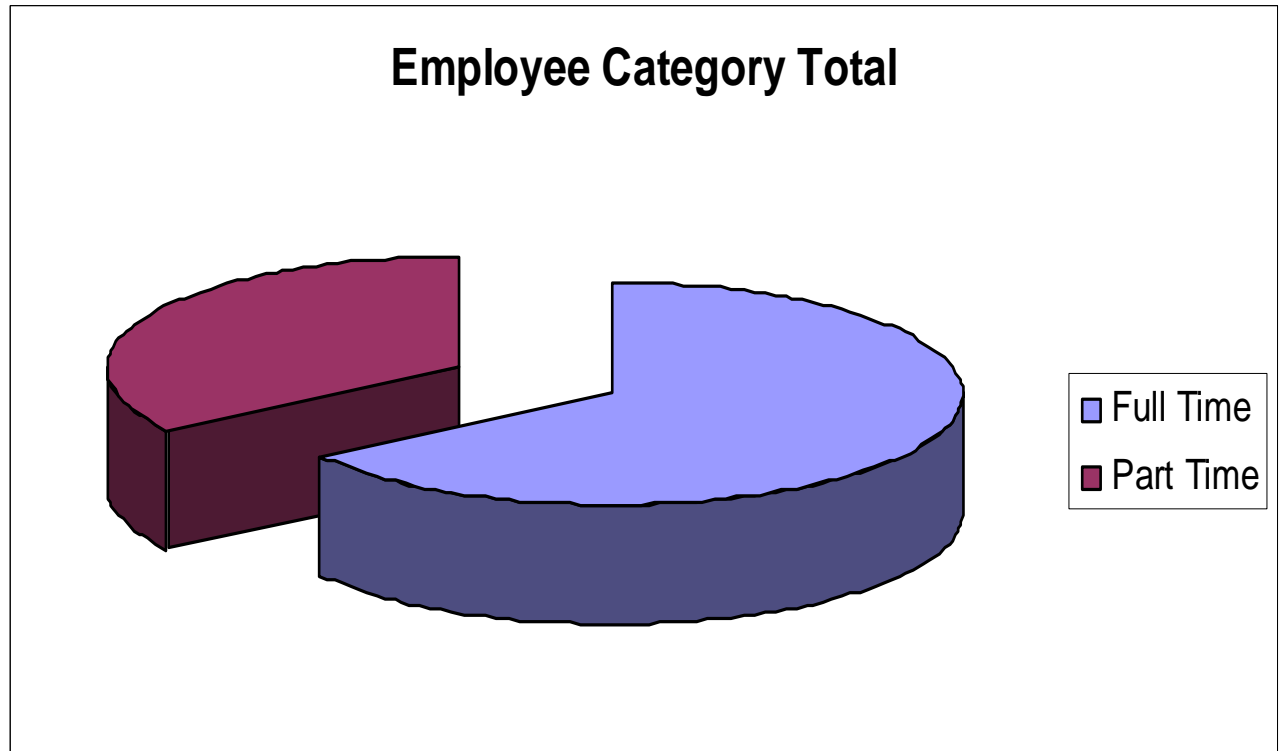
FTE by Marital Status



FTE by Payscale



FTE by Full/Part Time Status



FTE by Ethnic Origin Description

Ethnic Origin	Total	% of Total
A White - British	2154.14	81.30
B White - Irish	12.97	0.49
C White - Any other White background	27.02	1.02
CA White English	0.47	0.02
CC White Welsh	0.09	0.00
CF White Greek	2.00	0.08
CK White Italian	1.00	0.04
CX White Mixed	1.00	0.04
CY White Other European	5.80	0.22
D Mixed - White & Black Caribbean	3.10	0.12
F Mixed - White & Asian	4.80	0.18
G Mixed - Any other mixed background	3.00	0.11
GC Mixed - Black & White	1.00	0.04
GF Mixed - Other/Unspecified	0.80	0.03
H Asian or Asian British - Indian	131.55	4.96
J Asian or Asian British - Pakistani	47.81	1.80
K Asian or Asian British - Bangladeshi	2.53	0.10
L Asian or Asian British - Any other Asian background	17.05	0.64
LE Asian Sri Lankan	1.55	0.06
LH Asian British	1.00	0.04
LJ Asian Caribbean	1.00	0.04
LK Asian Unspecified	1.00	0.04
M Black or Black British - Caribbean	1.40	0.05
N Black or Black British - African	14.61	0.55
P Black or Black British - Any other Black background	2.00	0.08
PC Black Nigerian	3.00	0.11
PD Black British	3.00	0.11
R Chinese	1.00	0.04
S Any Other Ethnic Group	20.92	0.79
SC Filipino	3.00	0.11
SE Other Specified	11.65	0.44
Undefined	162.50	6.13
Z Not Stated	6.00	0.23
Grand Total	2649.76	100.00

FTE by Ethnic Origin Broad Category

Origin Broad	Total	% Total
Asian	203.49	7.68
Black	24.01	0.91
Chinese	1.00	0.04
Filipino	3.00	0.11
Mixed	12.70	0.48
Not Stated	168.50	6.36
Other	32.57	1.23
White	2204.49	83.20
Grand Total	2649.76	100.00

FTE by Religious Belief

Religious Belief	Total	% of Total
Atheism	35.83	1.35
Christianity	240.53	9.08
Hinduism	1.00	0.04
I do not wish to disclose my religion/belief	181.80	6.86
Islam	5.60	0.21
Other	20.62	0.78
Undefined	2164.38	81.68
Grand Total	2649.76	100.00

FTE by Sexual Orientation

Sexual Orientation	Total	% of Total
Gay	1.00	0.04
Heterosexual	297.72	11.24
I do not wish to disclose my sexual orientation	179.26	6.77
Lesbian	1.00	0.04
Undefined	2170.78	81.92
Grand Total	2649.76	100.00

FTE by Age Band

Age Band	Total	% of Total
20-24 Years Old	158.35	5.98
25-29 Years Old	284.88	10.75
30-34 Years Old	275.42	10.39
35-39 Years Old	317.73	11.98
40-44 Years Old	367.43	13.87
45-49 Years Old	447.9	16.90
50-54 Years Old	424.16	16.01
55-59 Years Old	254.43	9.60
60-64 Years Old	91.551	3.46
65-69 Years Old	16.371	0.62
Less than 20 Years Old	9.74	0.37
Over 70 Years Old	1.8027	0.07
Grand Total	2649.80	100.00

FTE by Gender

Gender	Total	% of Total
Female	2144.92	80.95
Male	504.84	19.05
Grand Total	2649.76	100.00

FTE by Disability Status

Disabled	Total	% of Total
No	258.97	9.77
Not Declared	0.53	0.02
Undefined	2380.53	89.84
Yes	9.73	0.37
Grand Total	2649.76	100.00

FTE by Marital Status

Marital Status	Total	% of Total
Civil Partnership	4.93	0.19
Divorced	198.67	7.67
Legally Separated	24.62	0.95
Married	1572.12	60.70
Single	754.91	29.15
Unknown	14.88	0.57
Widowed	19.75	0.76
Grand Total	2589.89	100.00

FTE by Pay scale

AfC	Total	% of Total
AfC Band 1	105.57	3.98
AfC Band 2	502.77	18.97
AfC Band 3	218.94	8.26
AfC Band 4	172.16	6.50
AfC Band 5	538.11	20.31
AfC Band 6	426.92	16.11
AfC Band 7	195.61	7.38
AfC Band 8a	61.58	2.32
AfC Band 8b	20.63	0.78
AfC Band 8c	10.00	0.38
AfC Band 8d	3.73	0.14
Medical (Non AfC)	292.21	11.03
Other (Non AfC)	101.52	3.83
Grand Total	2649.76	100.00

FTE by Full/Part Time Status

Employee Category	Total	% of Total
Full Time	1740	65.67
Part Time	909.76	34.33
Grand Total	2649.76	100.00