



**STAFF EQUALITIES
DATA**

APRIL 2023

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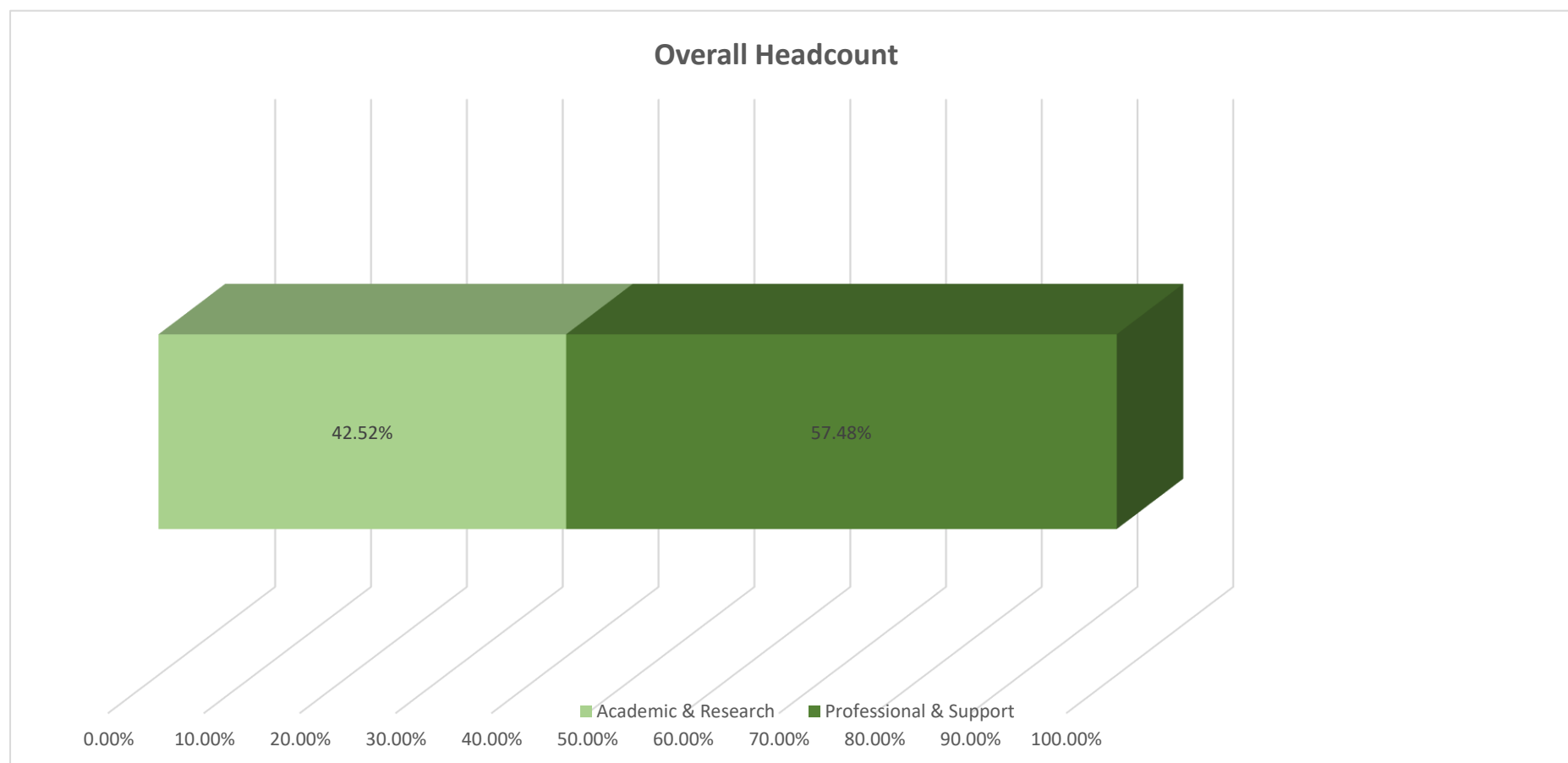
1. INTRODUCTION

The university collects a range of data from staff in relation to equality and diversity. Currently employees are asked to provide details on age; disability; gender identity; race; religion and belief; sex; sexual orientation; and marital/civil partnership status. The university collects this data when staff begin their employment and on an annual basis to capture an accurate up-to-date picture of our staff population. This data is used to understand the demographics of our staff population and to highlight any areas for improvement if necessary.

The data held within this report is based upon a snapshot of our staff population as of the 31st of December 2022. Data relating to recruitment, retention, family leave and staff development is based upon figures from the 1st of January 2021 to the 31st of December 2022.

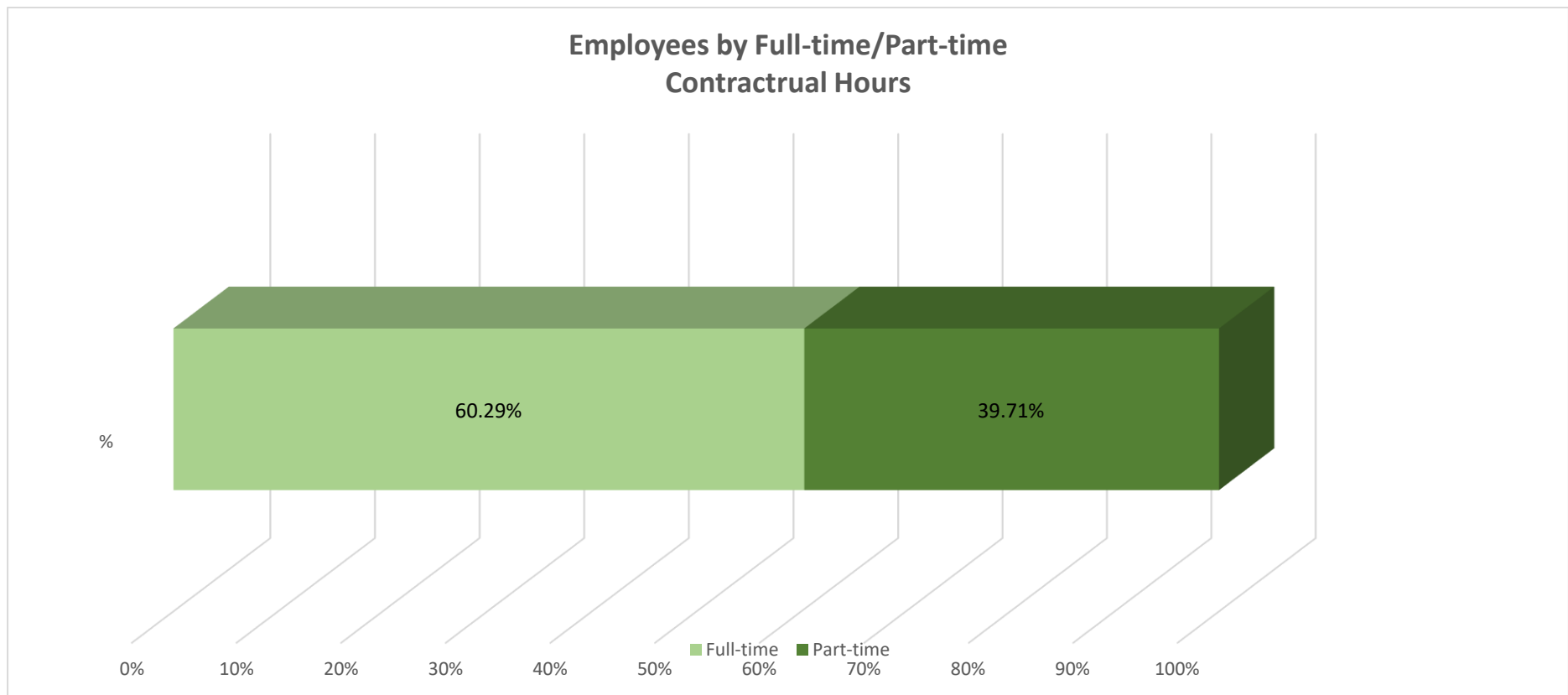
2. Headcount as at 31/12/22

	Academic & Research	Professional & Support	Total
Headcount	742	1003	1745
%	42.52%	57.48%	100.00%



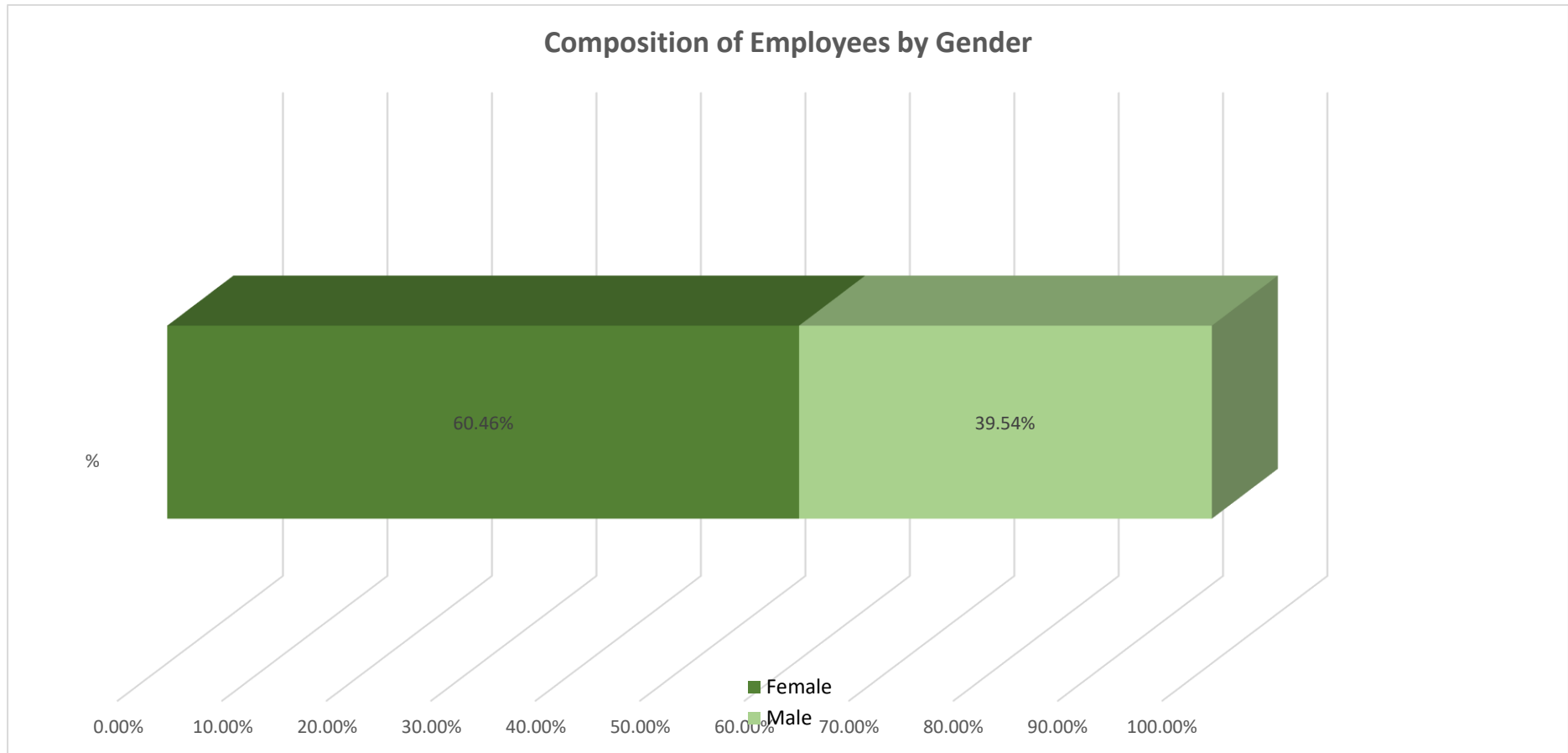
3. Full-time / Part-time Hours

	Full-time	Part-time	Total
Headcount	1052	693	1745
%	60.29%	39.71%	100.00%



4. Employees Gender & Grade

	Female	Male	Total
Headcount	1055	690	1745
%	60.46%	39.54%	100%

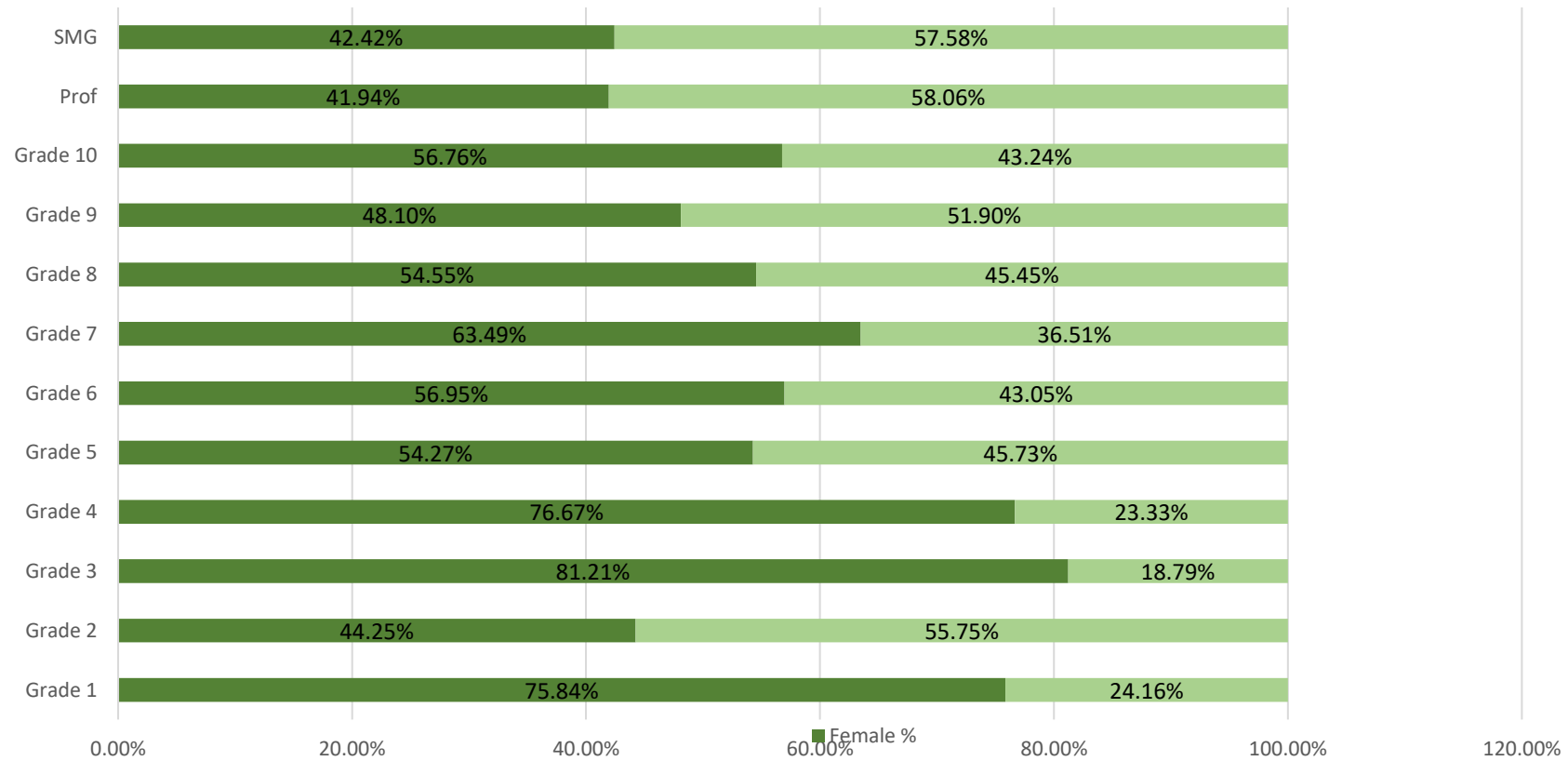


	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG	Total
Female Headcount	135	50	134	69	89	86	153	252	38	21	13	14	1054
Male Headcount	43	63	31	21	75	65	88	210	41	16	18	19	690
Total	178	113	165	90	164	151	241	462	79	37	31	33	1744

Grade	Male Headcount	Female Headcount
Grade 1	135	43
Grade 2	50	63
Grade 3	134	31
Grade 4	69	21
Grade 5	89	75
Grade 6	86	55
Grade 7	153	88
Grade 8	252	210
Grade 9	38	41
Grade 10	21	16
Prof	13	18
SMG	14	19

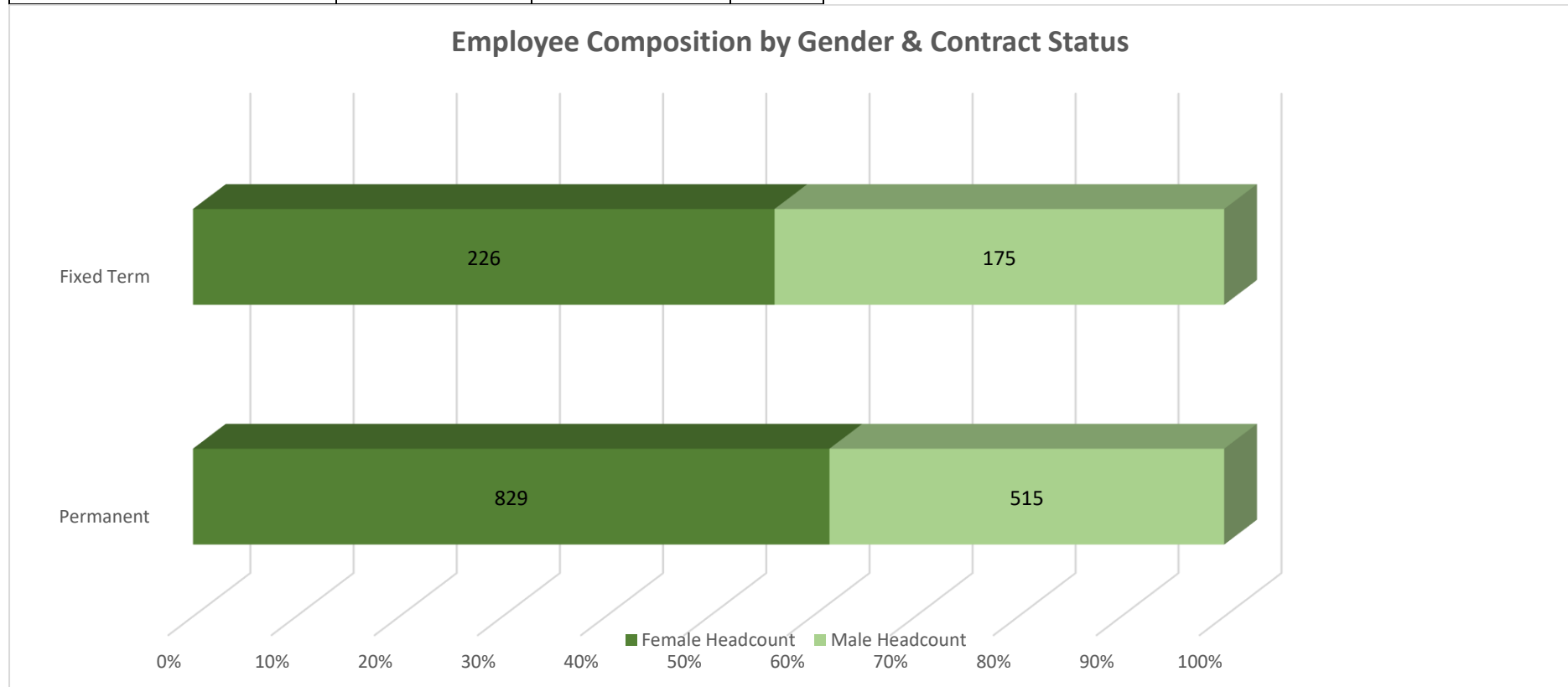
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Compositon of Employees by Grade and Gender (%)

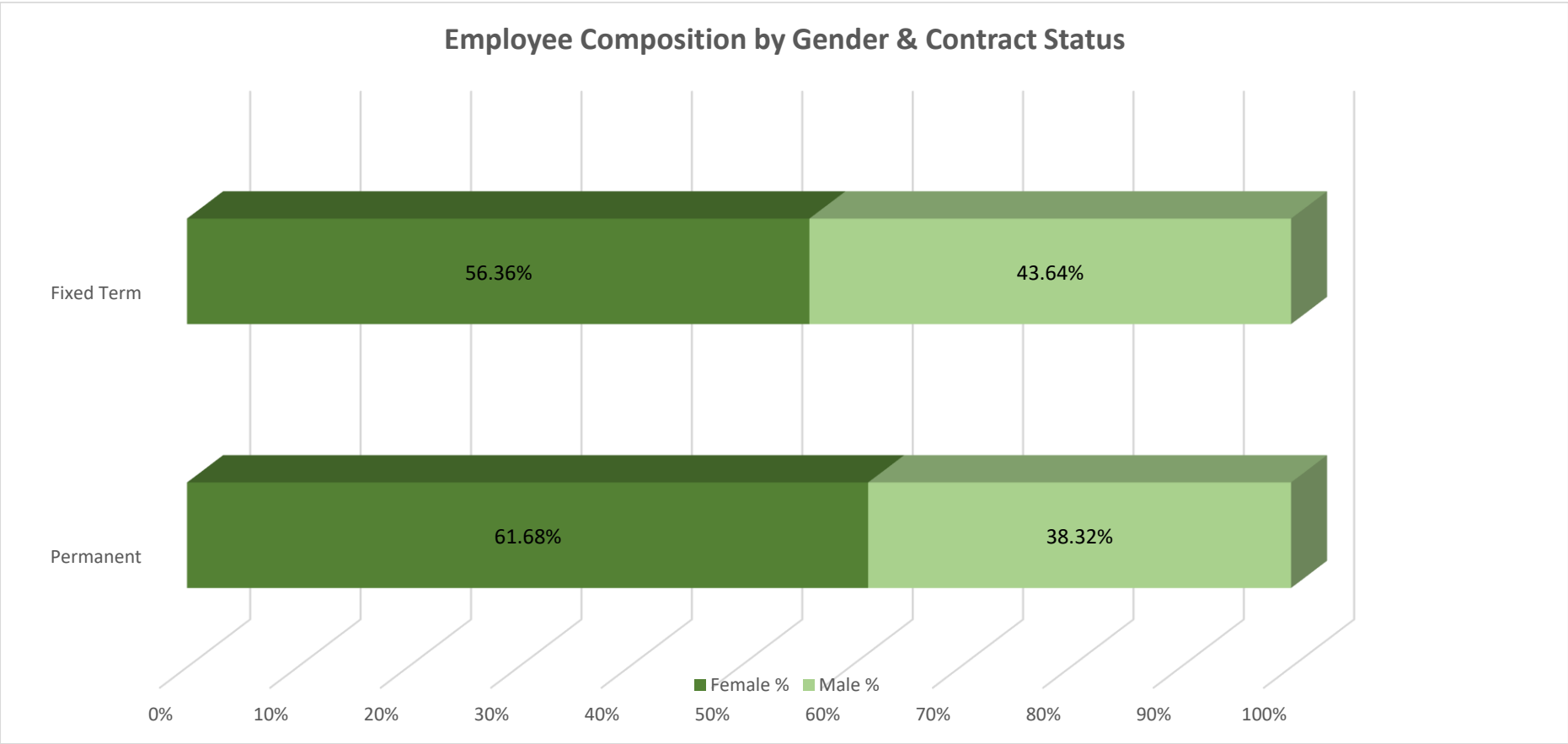


4.1 Employee Composition by Gender and Contract Status

	Permanent	Fixed Term	Total
Female Headcount	829	226	1055
Male Headcount	515	175	690
Total	1344	401	1745

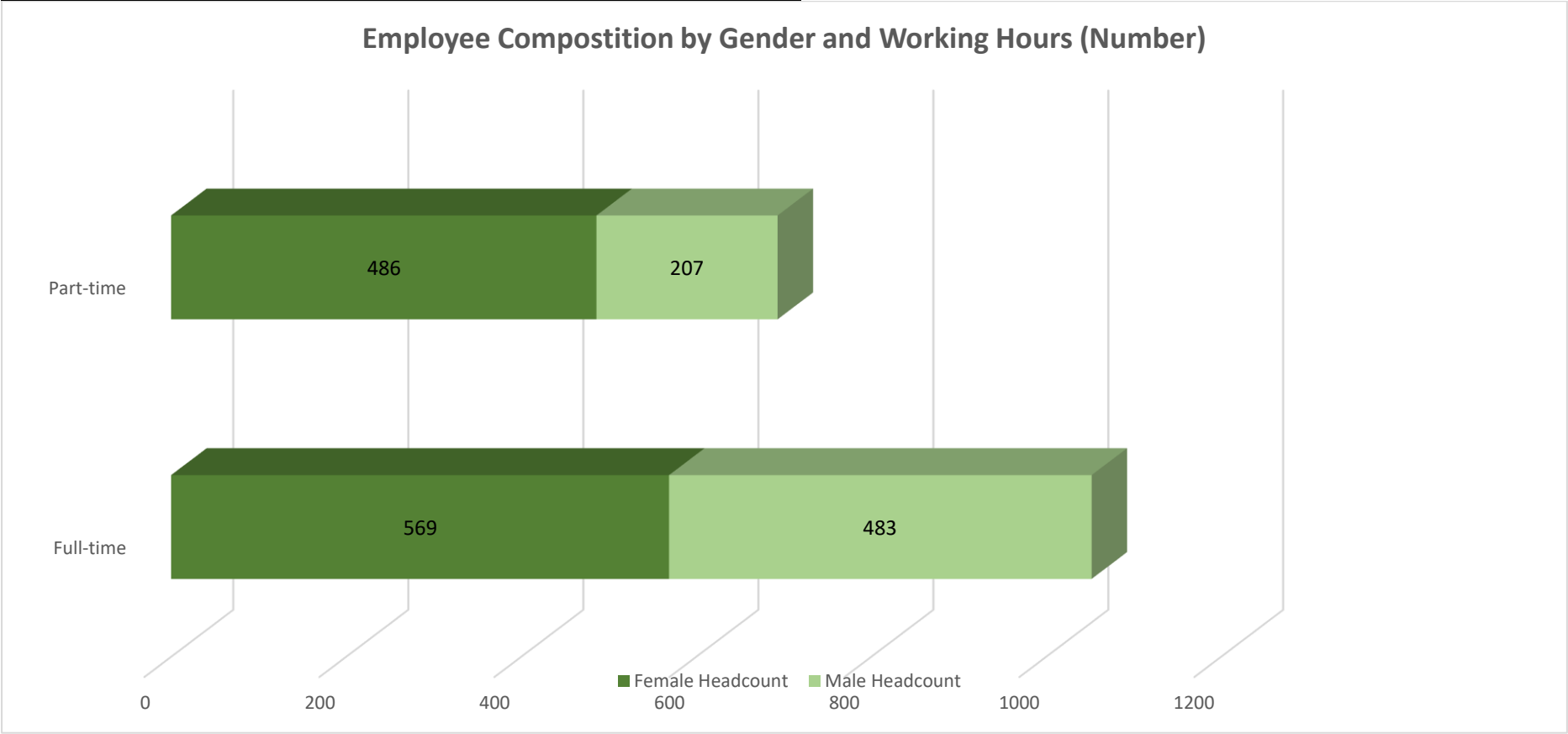


	Permanent	Fixed Term
Female %	61.68%	56.36%
Male %	38.32%	43.64%
Total	100%	100%



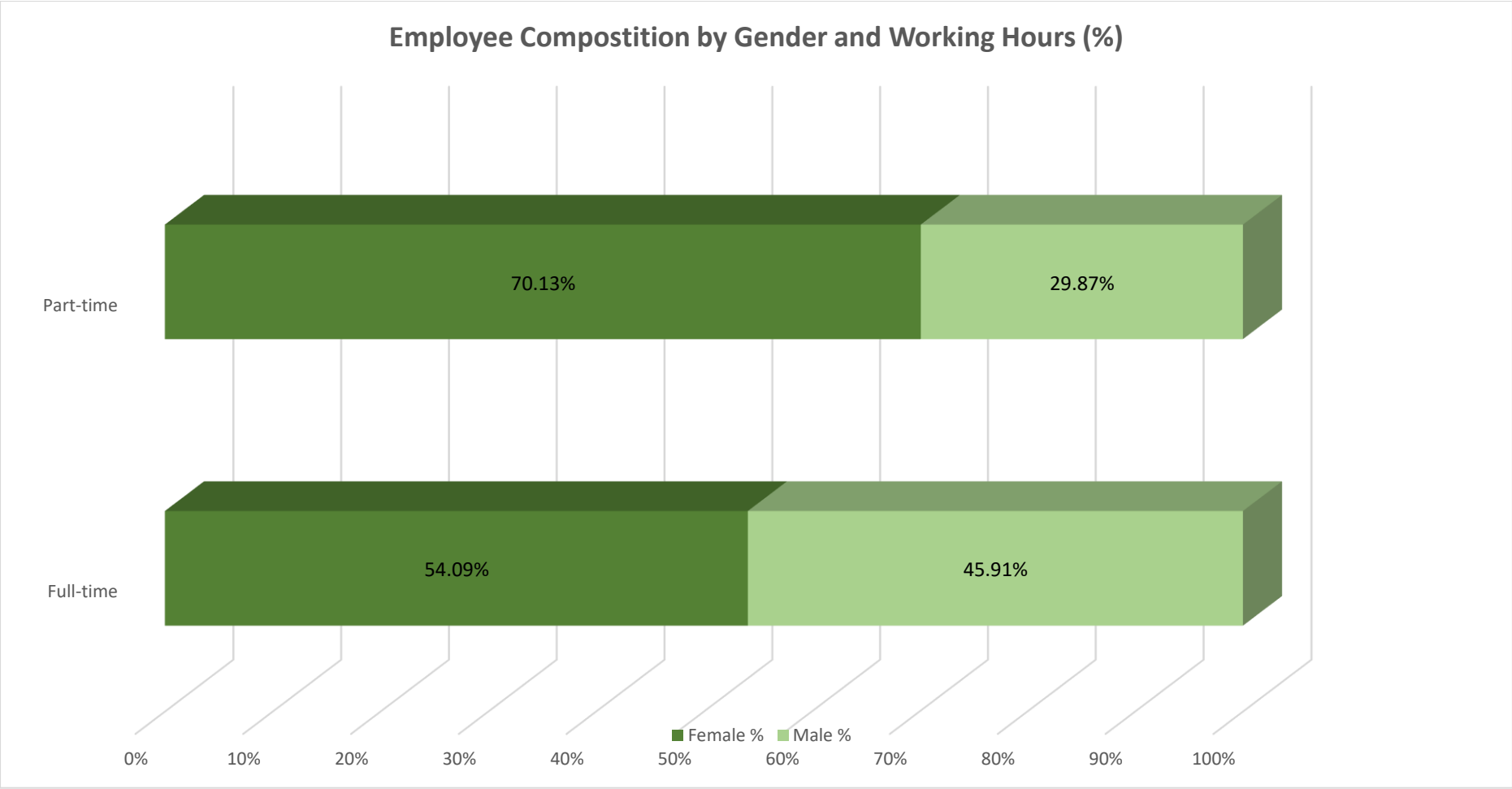
4.2 Employee Composition by Gender and Working Hours

	Full-time	Part-time	Total
Female Headcount	569	486	1055
Male Headcount	483	207	690
Total	1052	693	1745



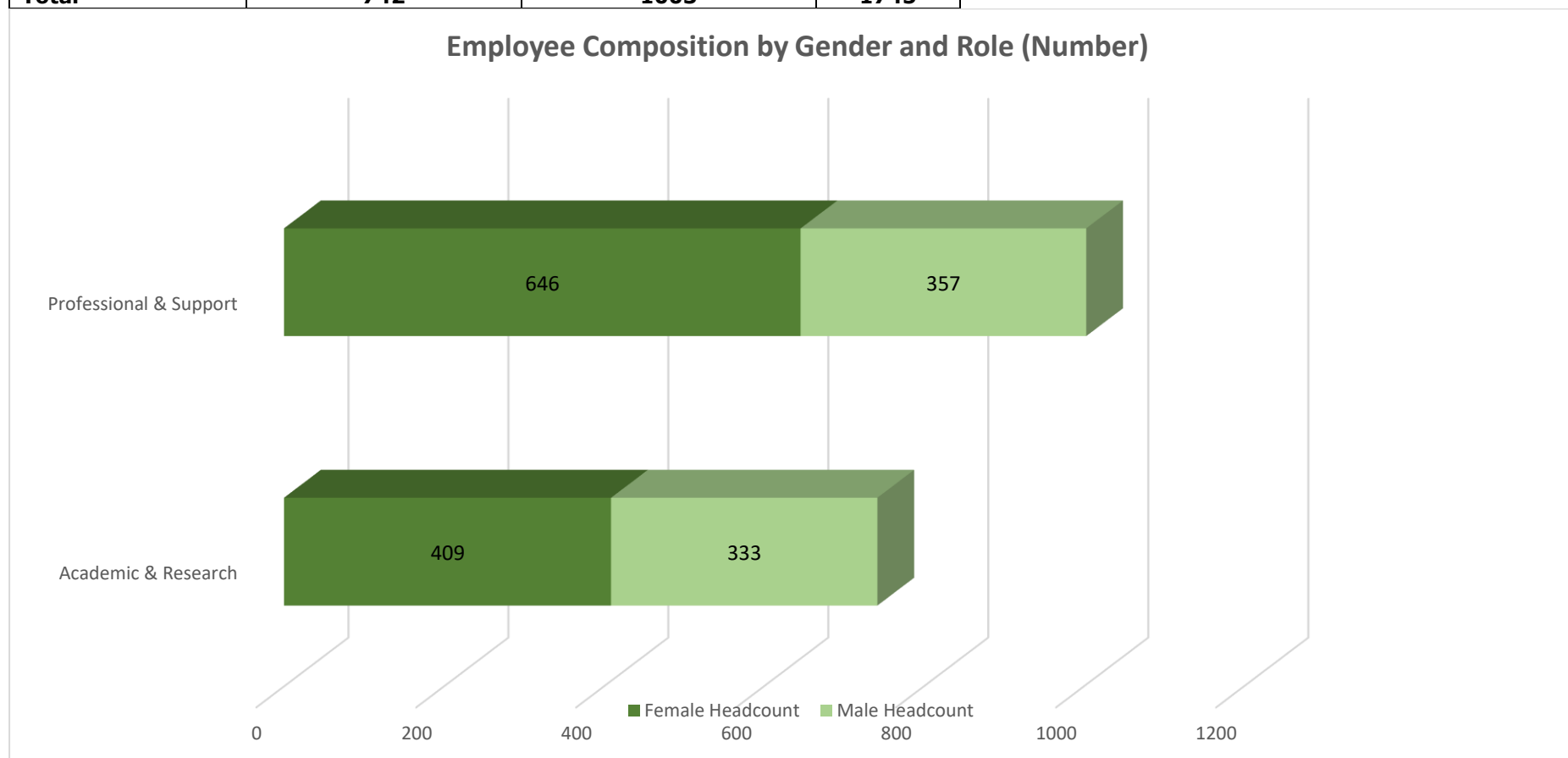
	Full-time	Part-time
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Female %	54.09%	70.13%
Male %	45.91%	29.87%
Total	100%	100%

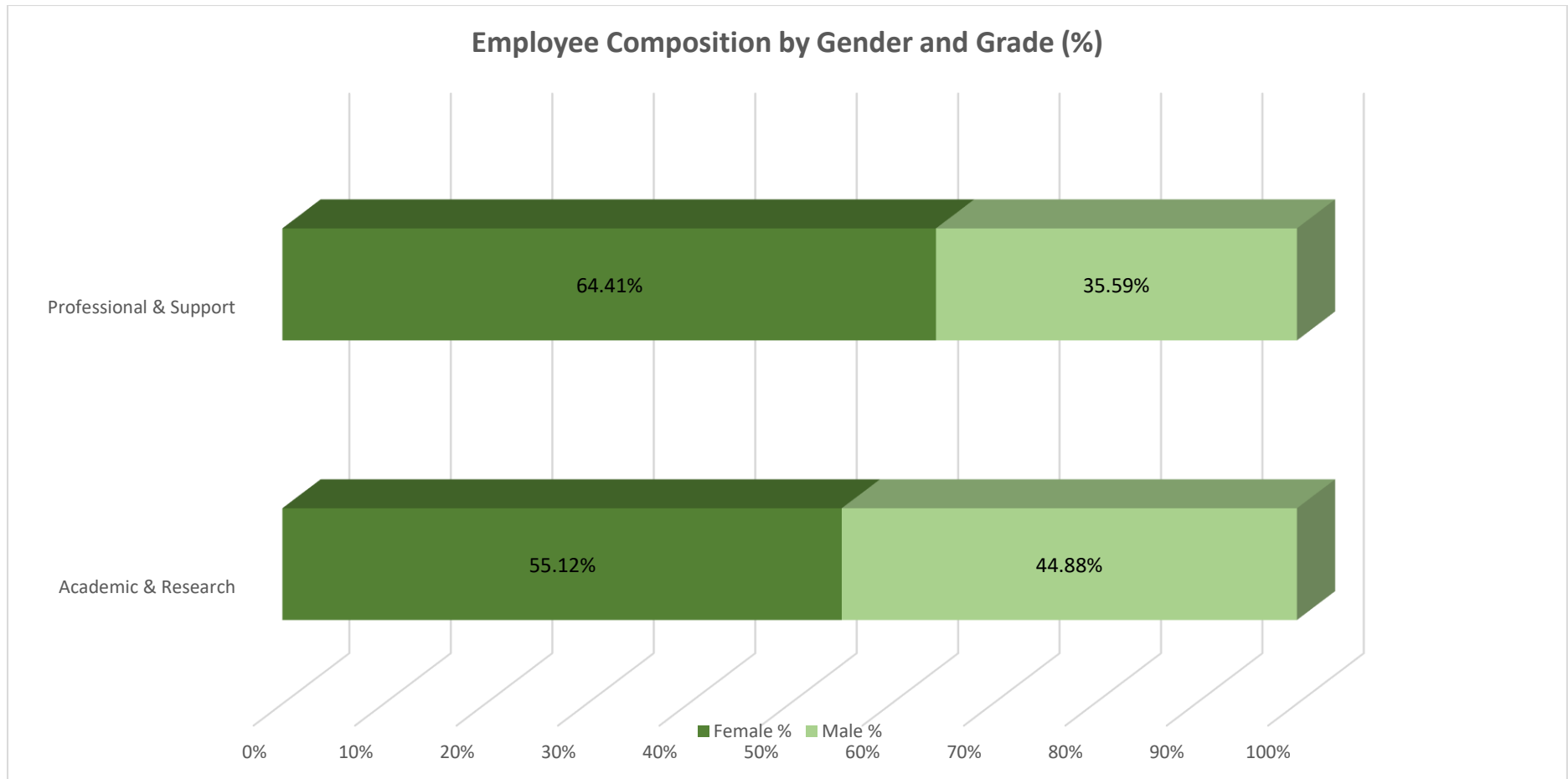


4.3 Employee Composition by Gender and Role

	Academic & Research	Professional & Support	Total
Female Headcount	409	646	1055
Male Headcount	333	357	690
Total	742	1003	1745

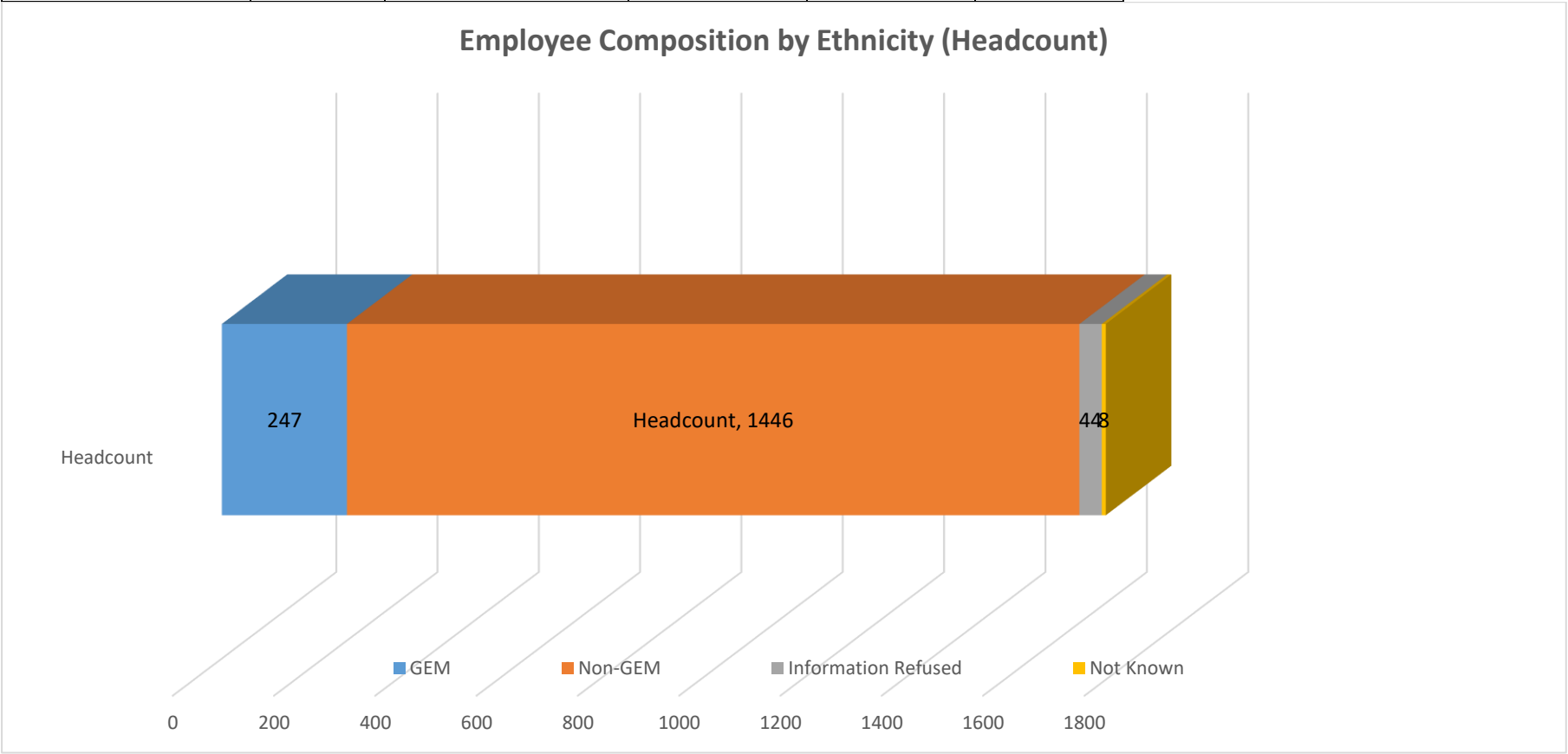


	Academic & Research	Professional & Support
Female %	55.12%	64.41%
Male %	44.88%	35.59%
Total	100%	100%

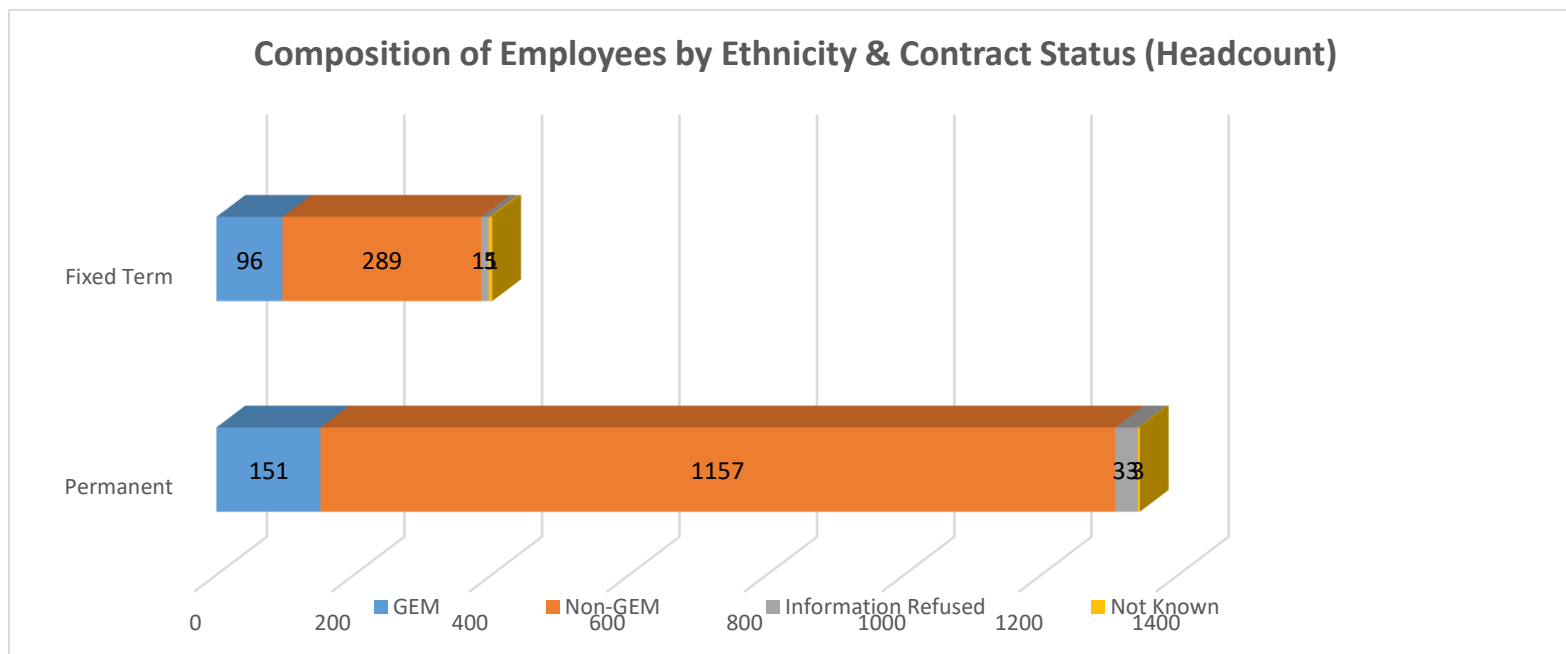


5.1 Employee Composition by Ethnicity

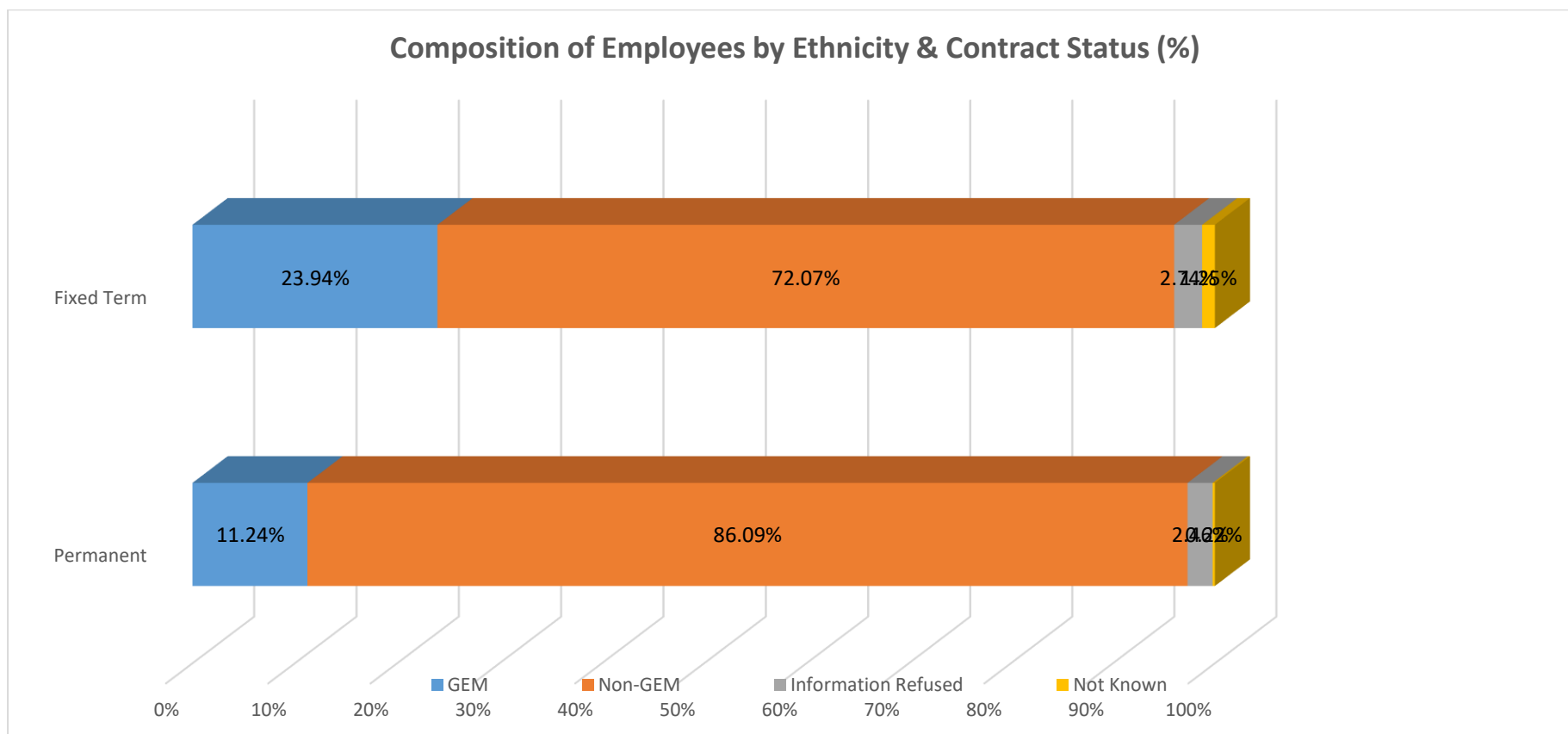
	GEM	Non-GEM	Information Refused	Not Known	Total
Headcount	247	1446	44	8	1745
%	14%	83%	3%	0%	100%



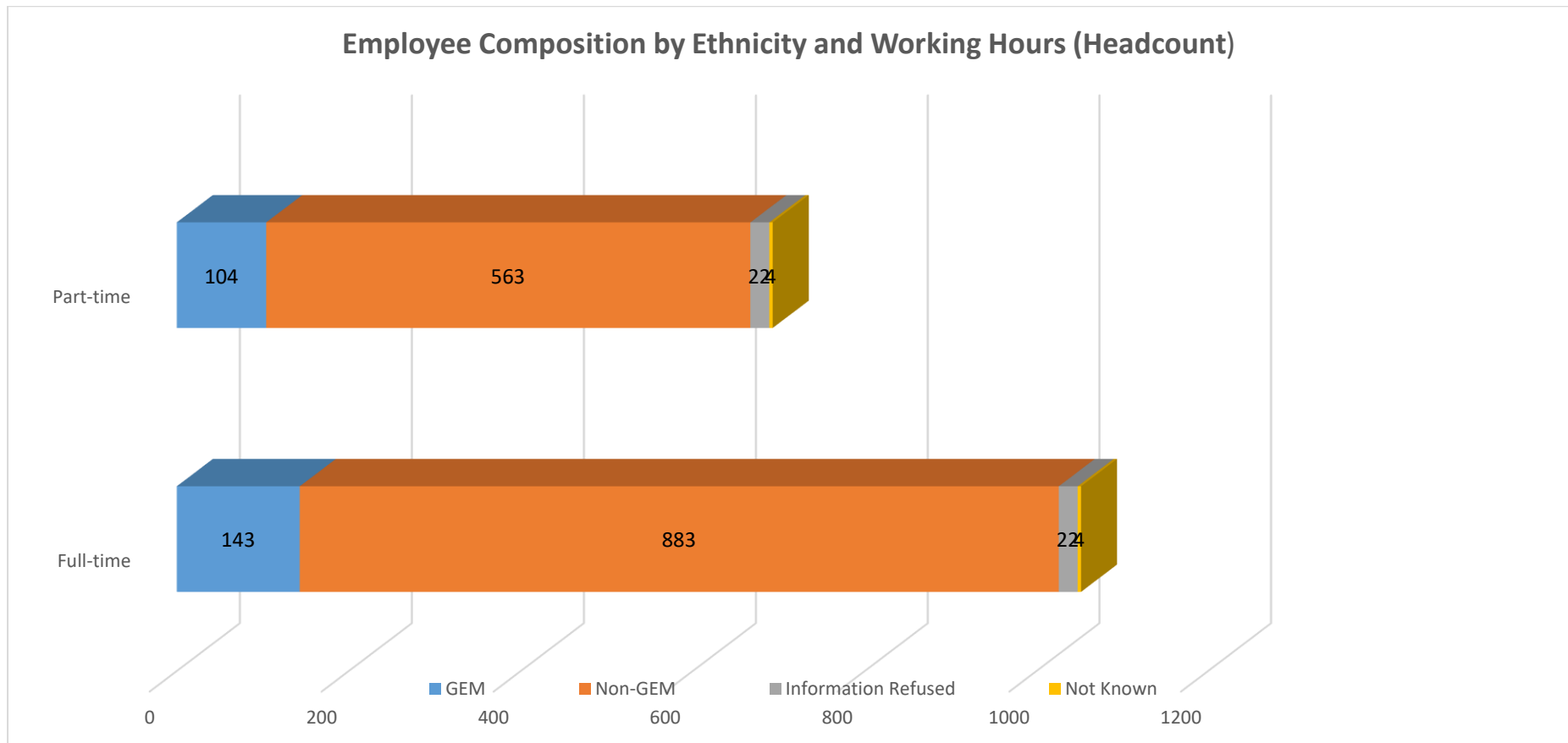
Headcount	Permanent	Fixed Term	Total
GEM	151	96	247
Non-GEM	1157	289	1446
Information Refused	33	11	44
Not Known	3	5	8
Total	1344	401	1745



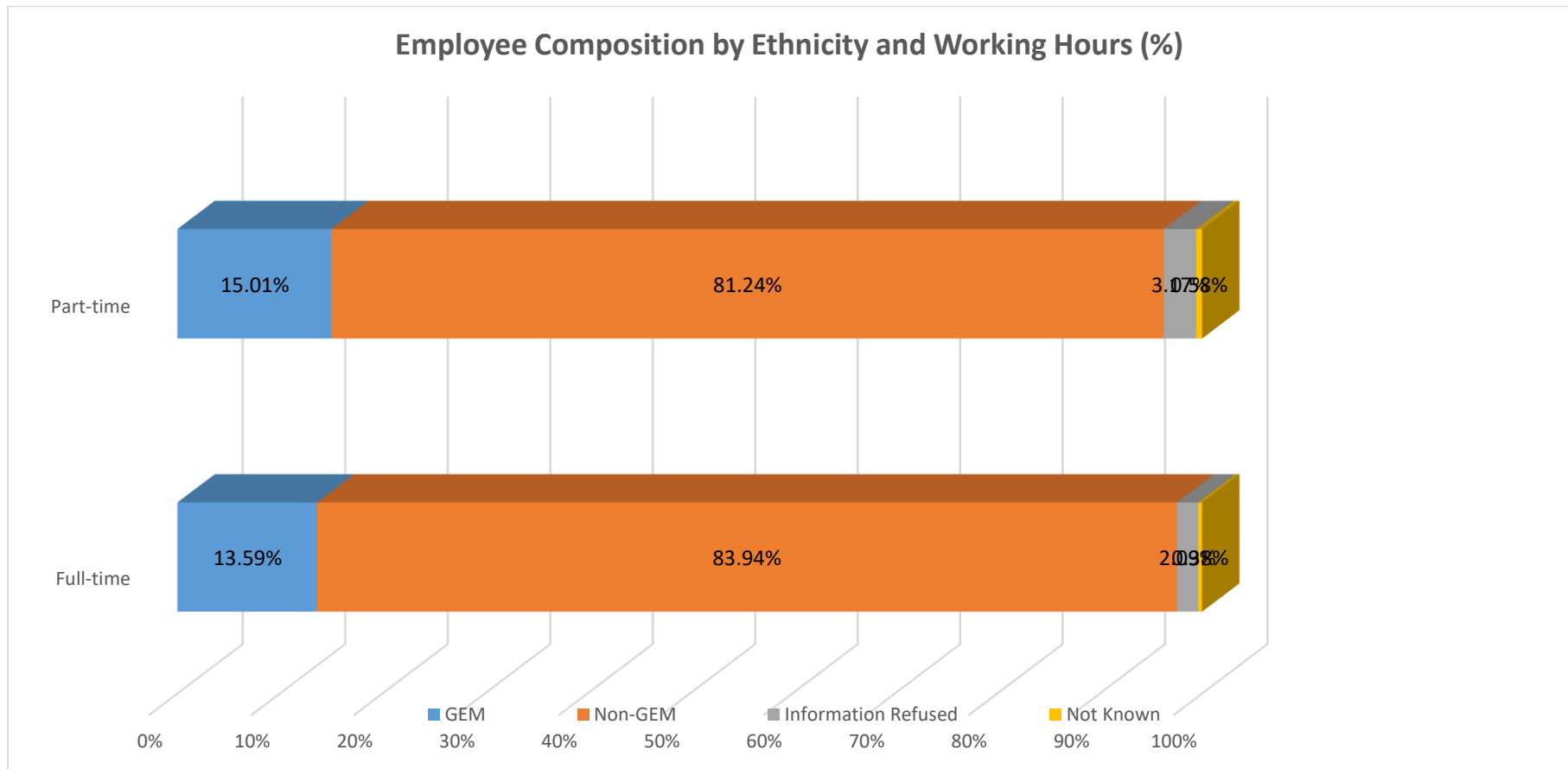
Percentage	Permanent	Fixed Term
GEM	11.24%	23.94%
Non-GEM	86.09%	72.07%
Information Refused	2.46%	2.74%
Not Known	0.22%	1.25%
Total	100%	100%



Headcount	Full-time	Part-time	Total
GEM	143	104	247
Non-GEM	883	563	1446
Information Refused	22	22	44
Not Known	4	4	8
Total	1052	693	1745

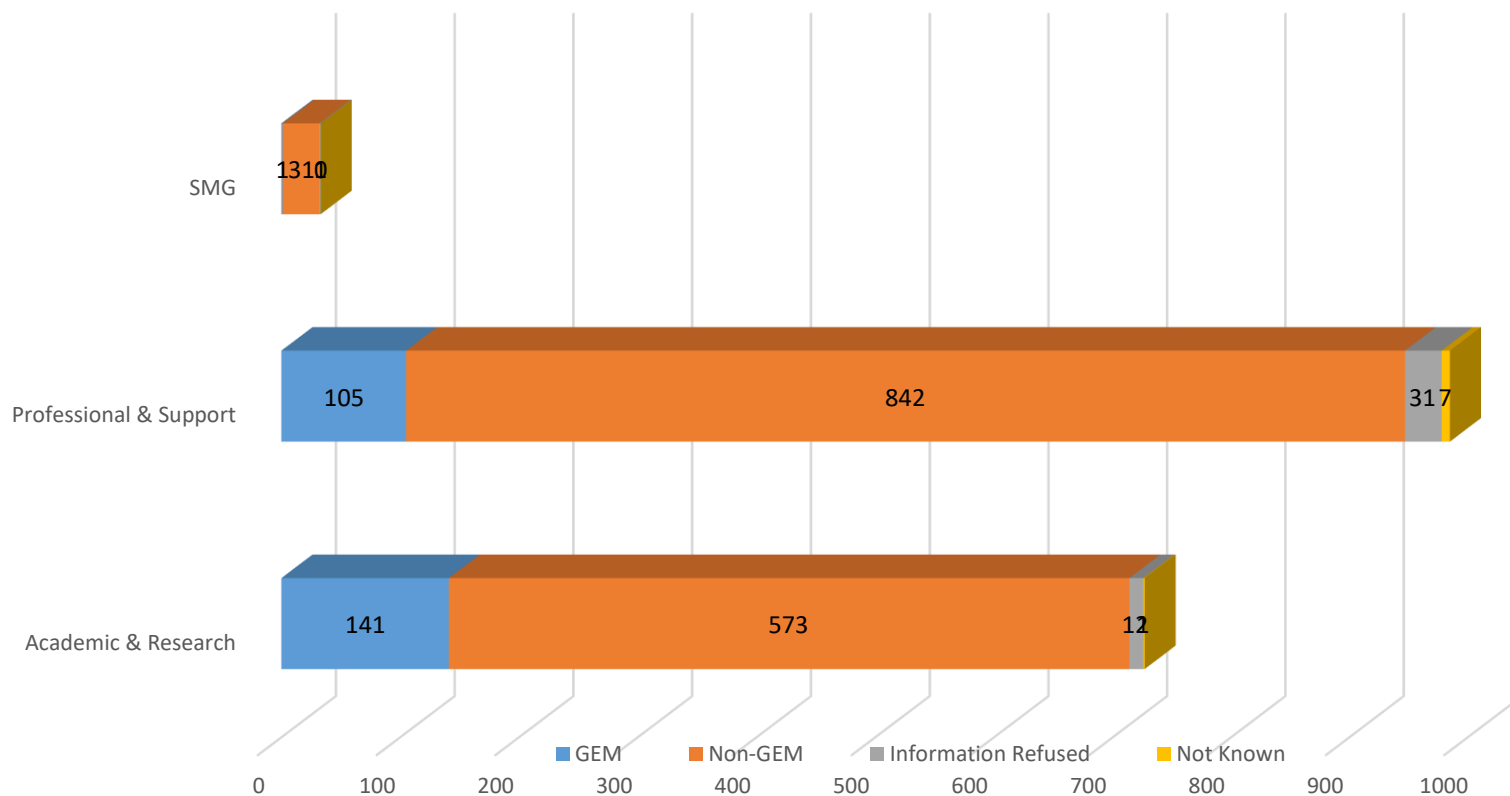


Percentage	Full-time	Part-time
GEM	13.59%	15.01%
Non-GEM	83.94%	81.24%
Information Refused	2.09%	3.17%
Not Known	0.38%	0.58%
Total	100%	100%

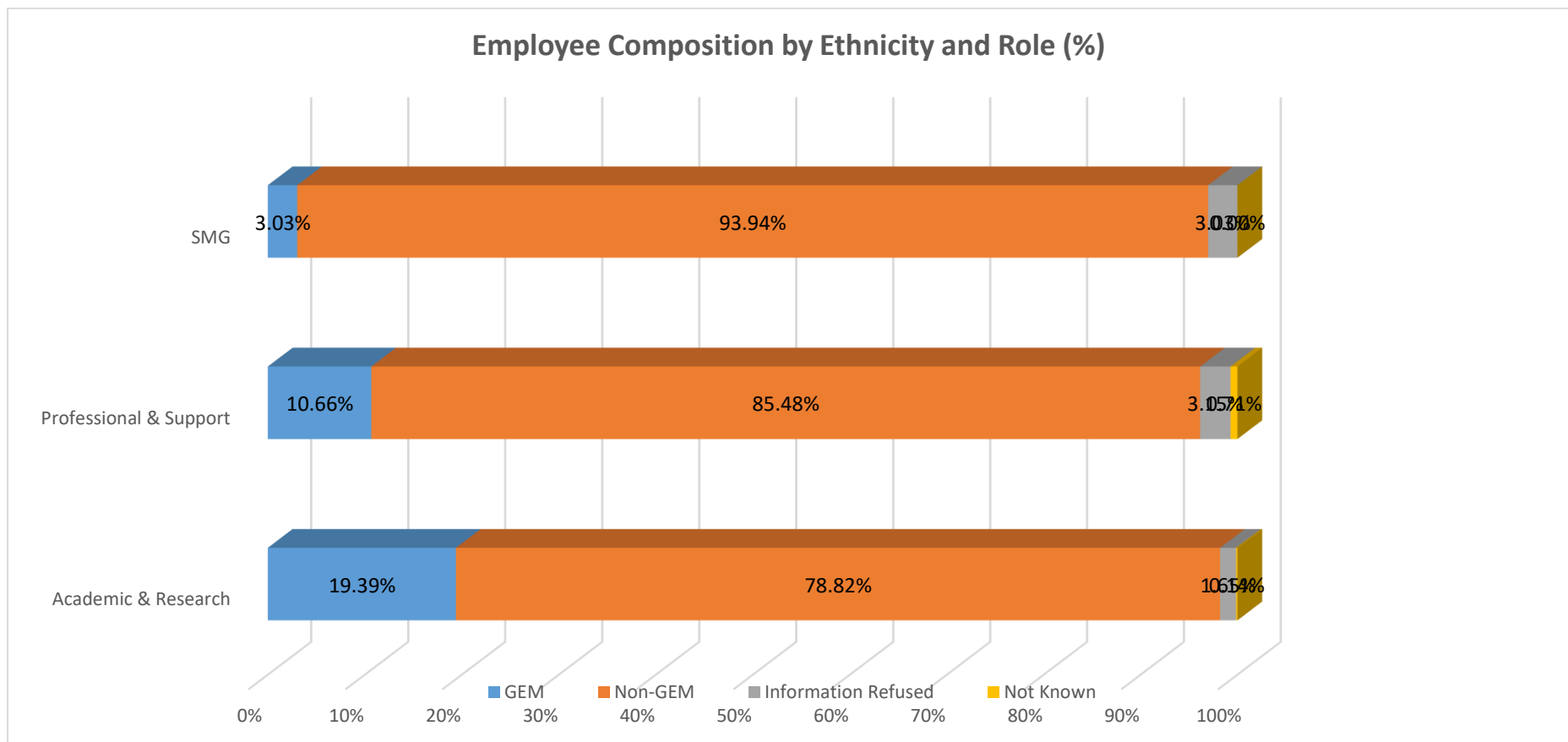


Headcount	Academic & Research	Professional & Support	SMG	Total
GEM	141	105	1	247
Non-GEM	573	842	31	1446
Information Refused	12	31	1	1693
Not Known	1	7	0	8
Total	727	985	33	1745

Employee Composition by Ethnicity and Role (Headcount)

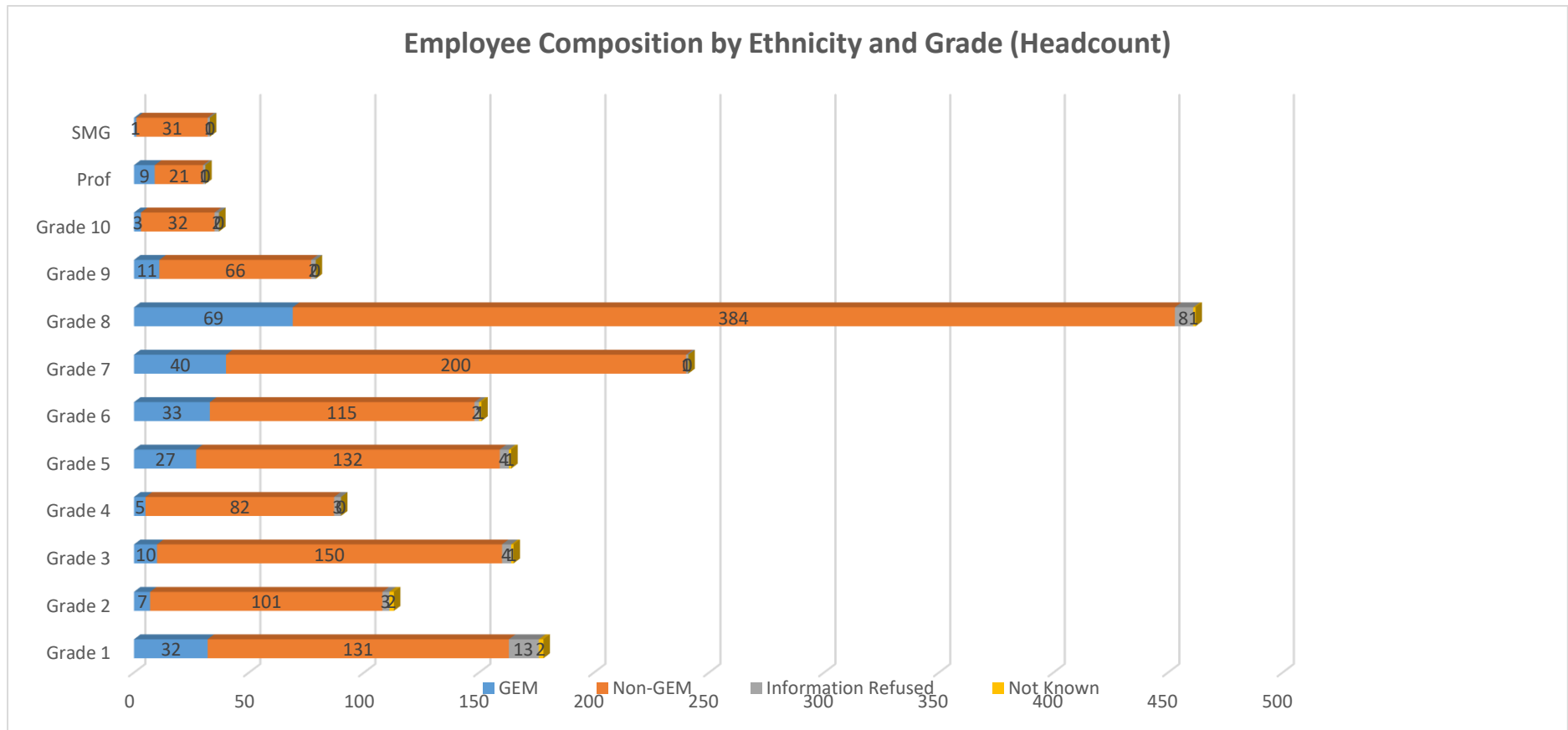


Percentage	Academic & Research	Professional & Support	SMG
GEM	19.39%	10.66%	3.03%
Non-GEM	78.82%	85.48%	93.94%
Information Refused	1.65%	3.15%	3.03%
Not Known	0.14%	0.71%	0.00%
Total	100%	100%	100%



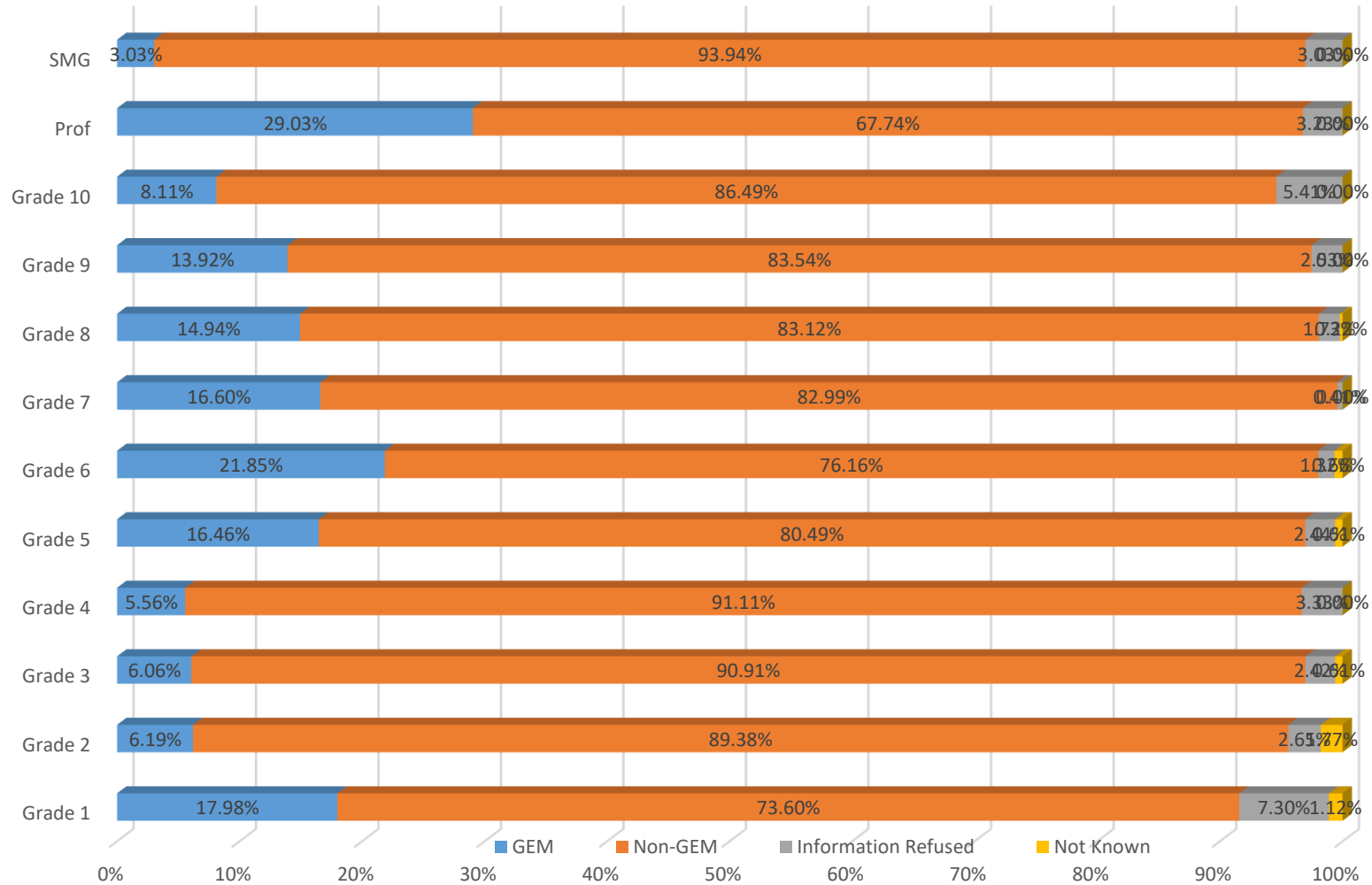
	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG
GEM	32	7	10	5	27	33	40	69	11	3	9	1
Non-GEM	131	101	150	82	132	115	200	384	66	32	21	31
Information Refused	13	3	4	3	4	2	1	8	2	2	1	1
Not Known	2	2	1	0	1	1	0	1	0	0	0	0
Total Headcount	178	113	165	90	164	151	241	462	79	37	31	33

1744



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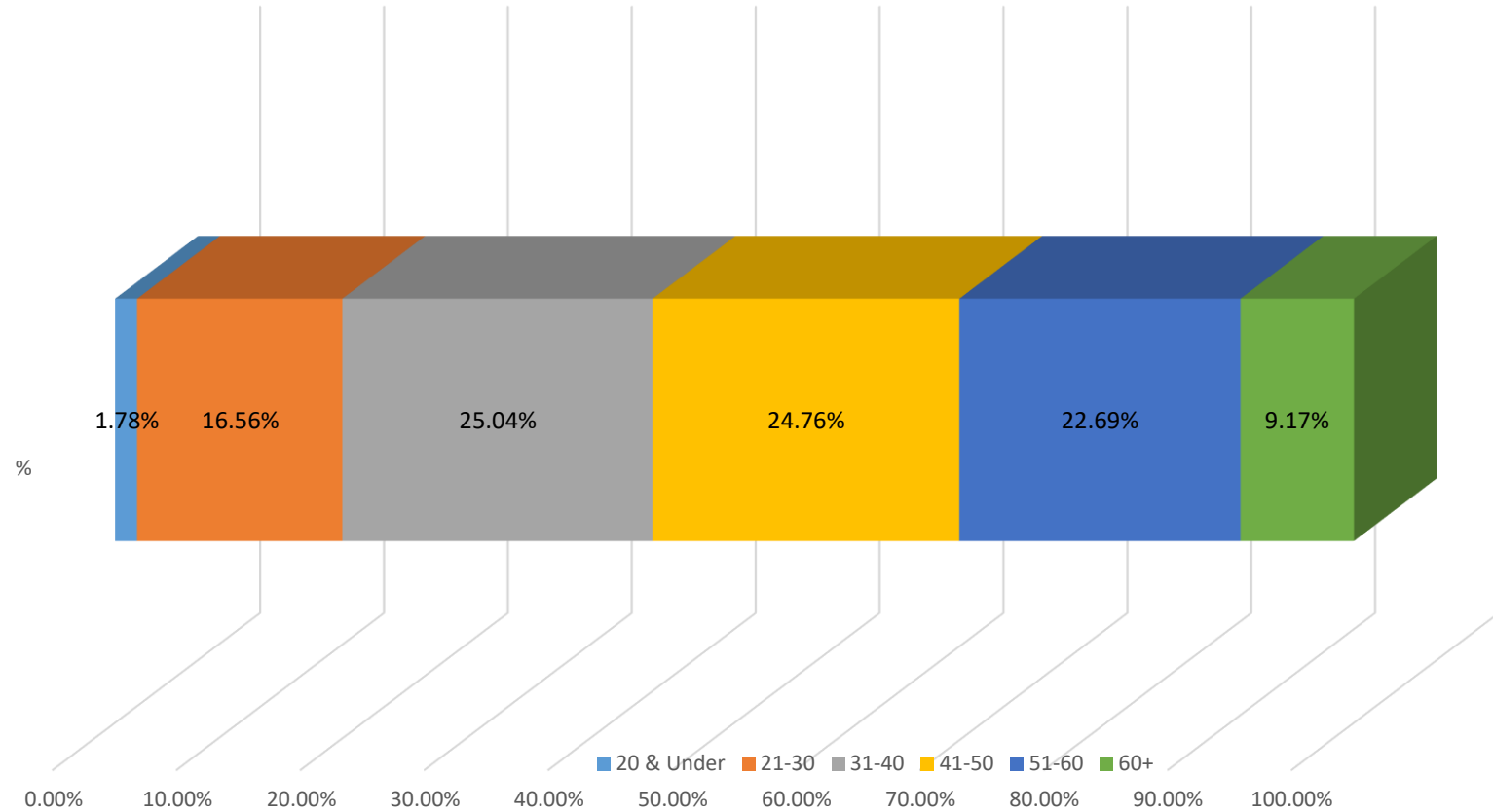
Employee Composition by Ethnicity and Grade (%)



Employees Age & Grade

	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Headcount	31	289	437	432	396	160	1745
%	1.78%	16.56%	25.04%	24.76%	22.69%	9.17%	100%

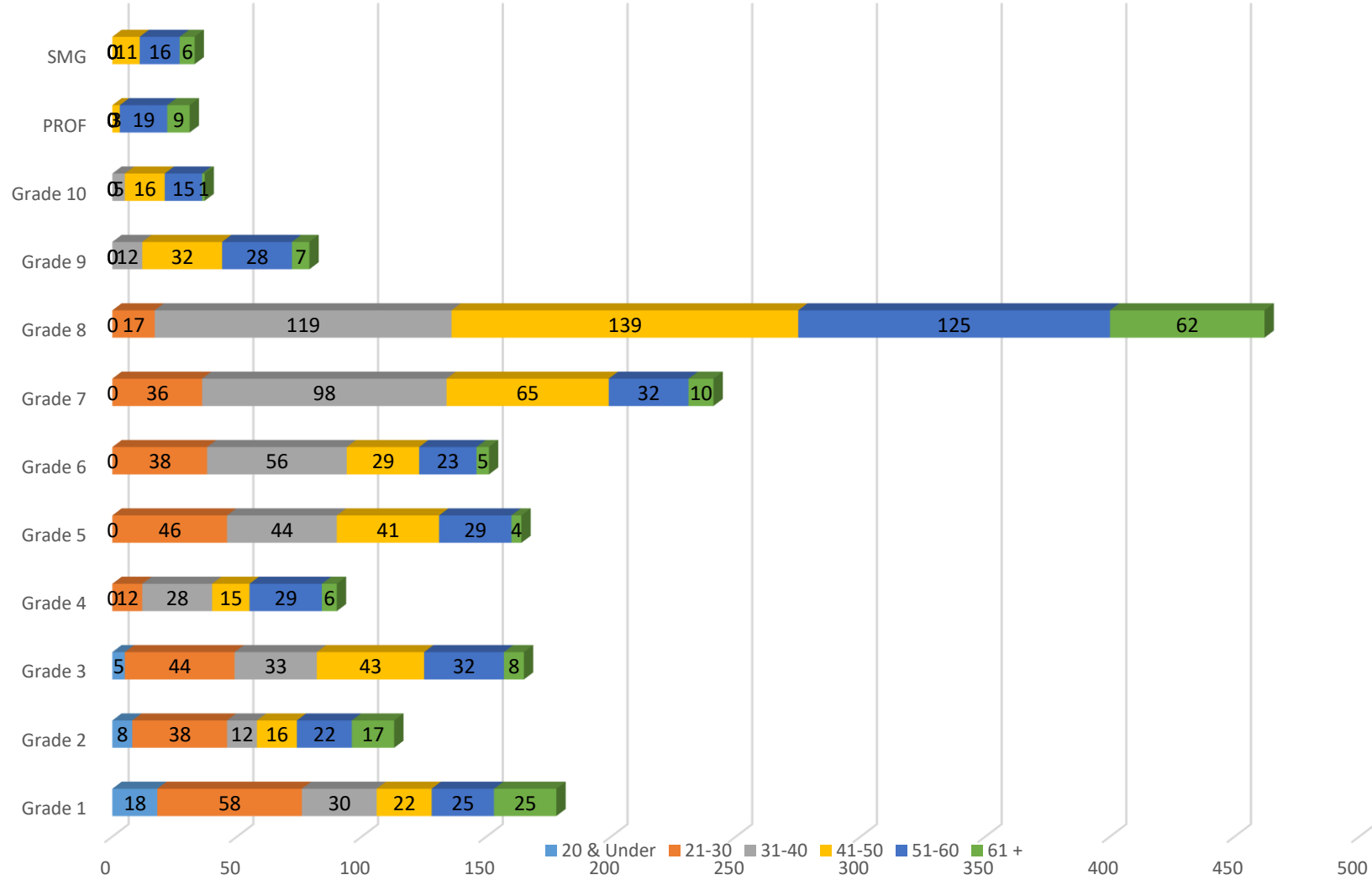
Employee Composition by Age (%)



	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	PROF	SMG
20 & Under	18	8	5	0	0	0	0	0	0	0	0	0
21-30	58	38	44	12	46	38	36	17	0	0	0	0
31-40	30	12	33	28	44	56	98	119	12	5	0	0
41-50	22	16	43	15	41	29	65	139	32	16	3	11

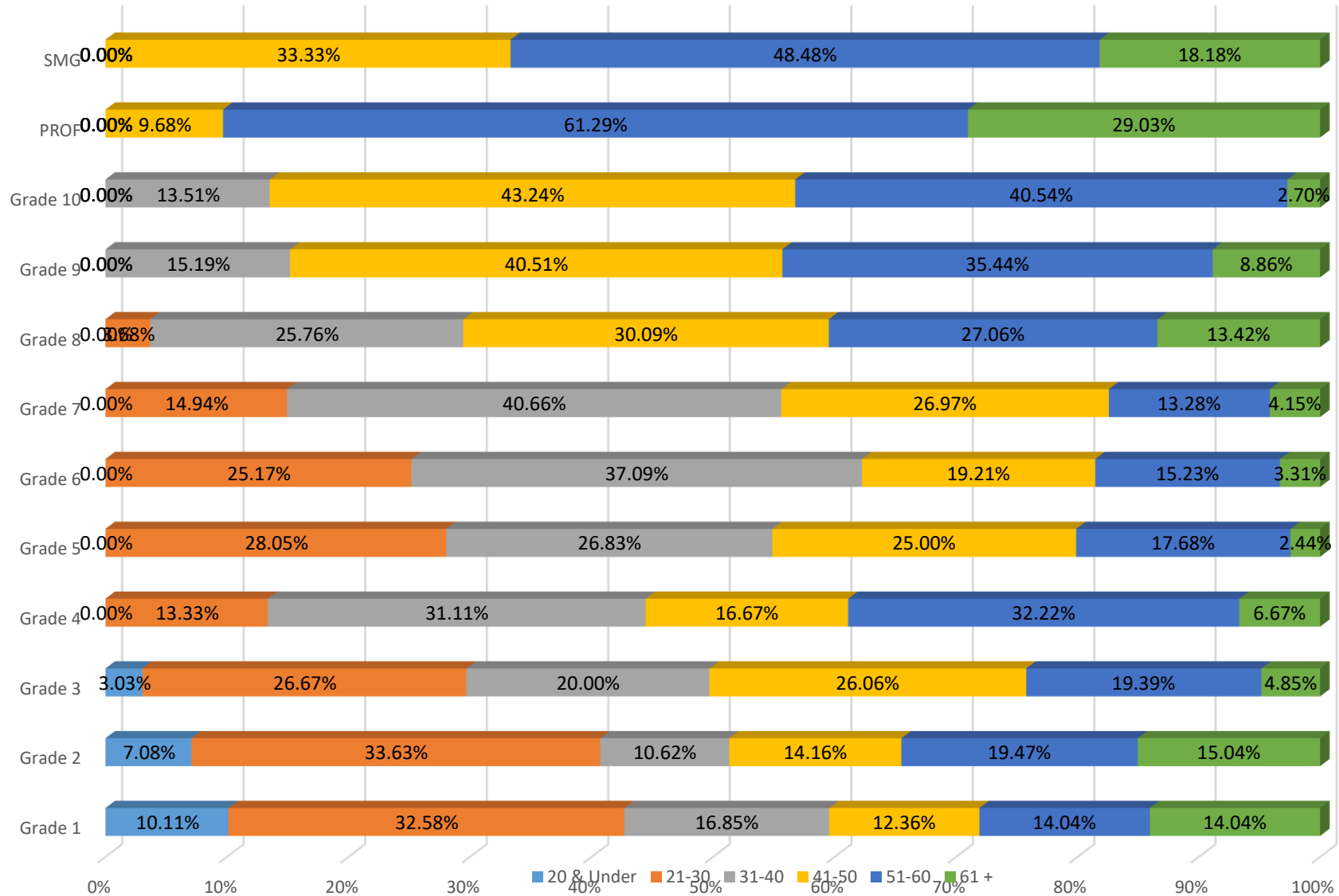
51-60	25	22	32	29	29	23	32	125	28	15	19	16
61 +	25	17	8	6	4	5	10	62	7	1	9	6
Total	178	113	165	90	164	151	241	462	79	37	31	33

Employee Composition by Age and Grade (Headcount)

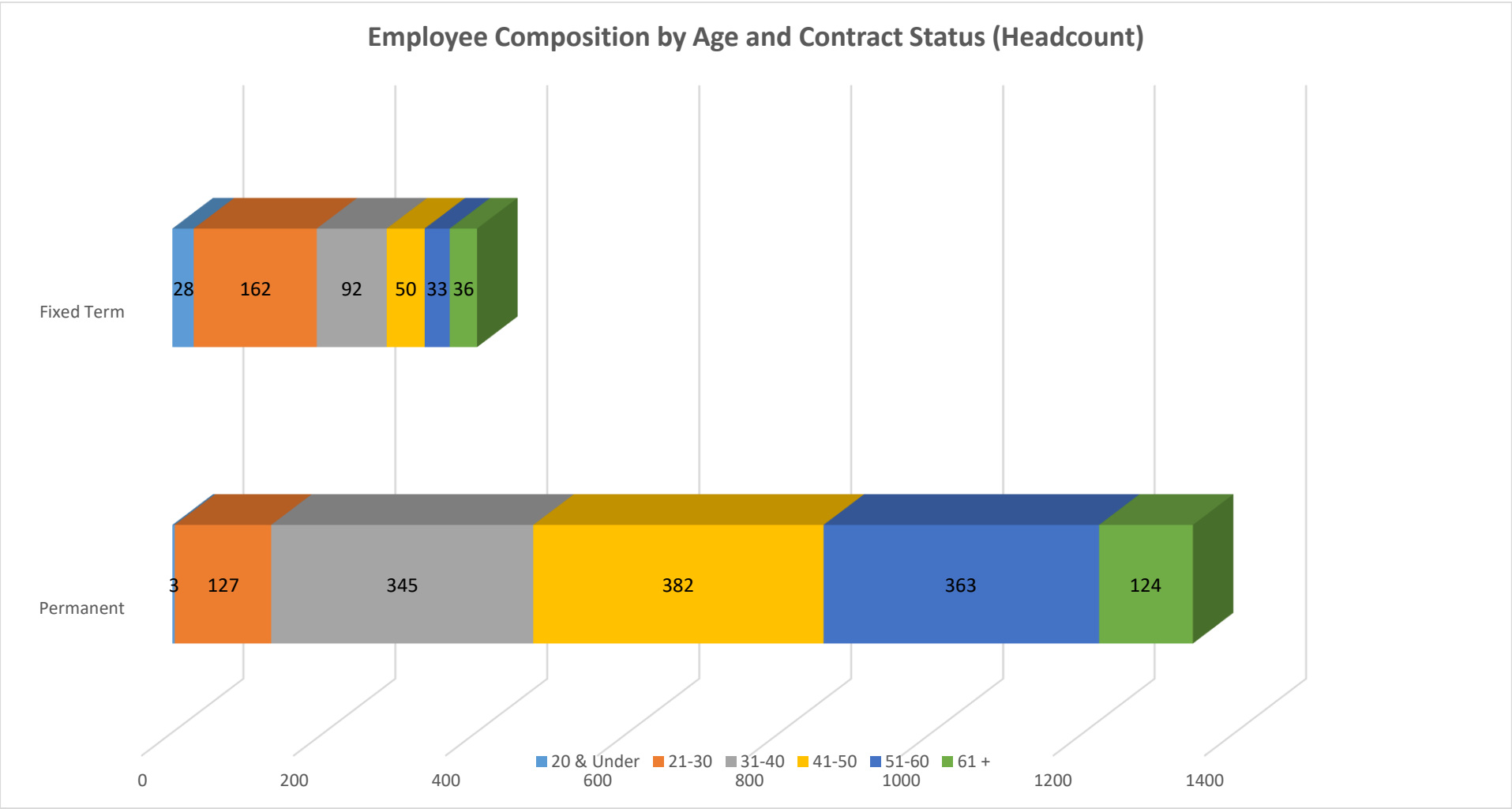


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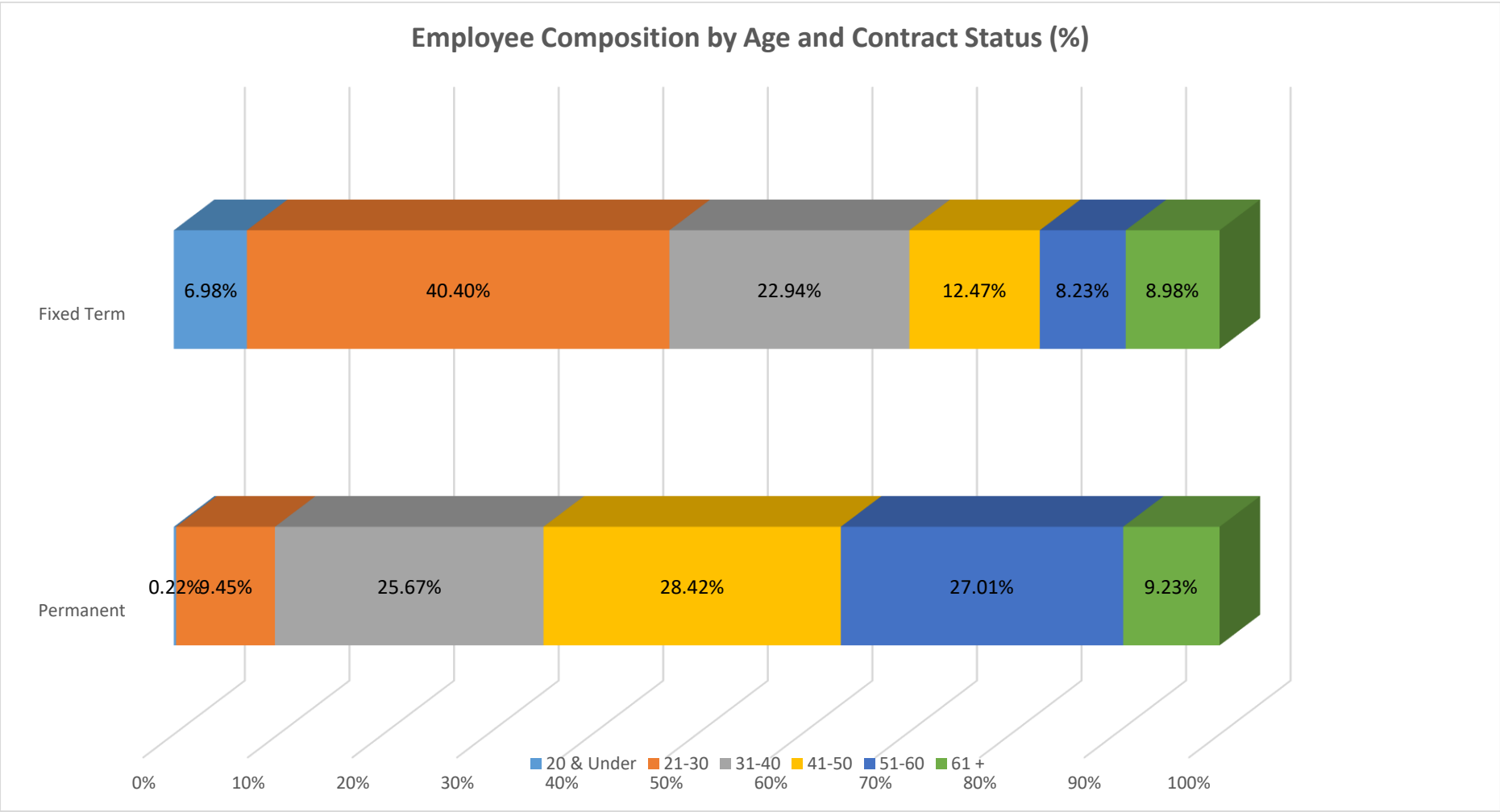
Employee Composition by Age and Grade (%)



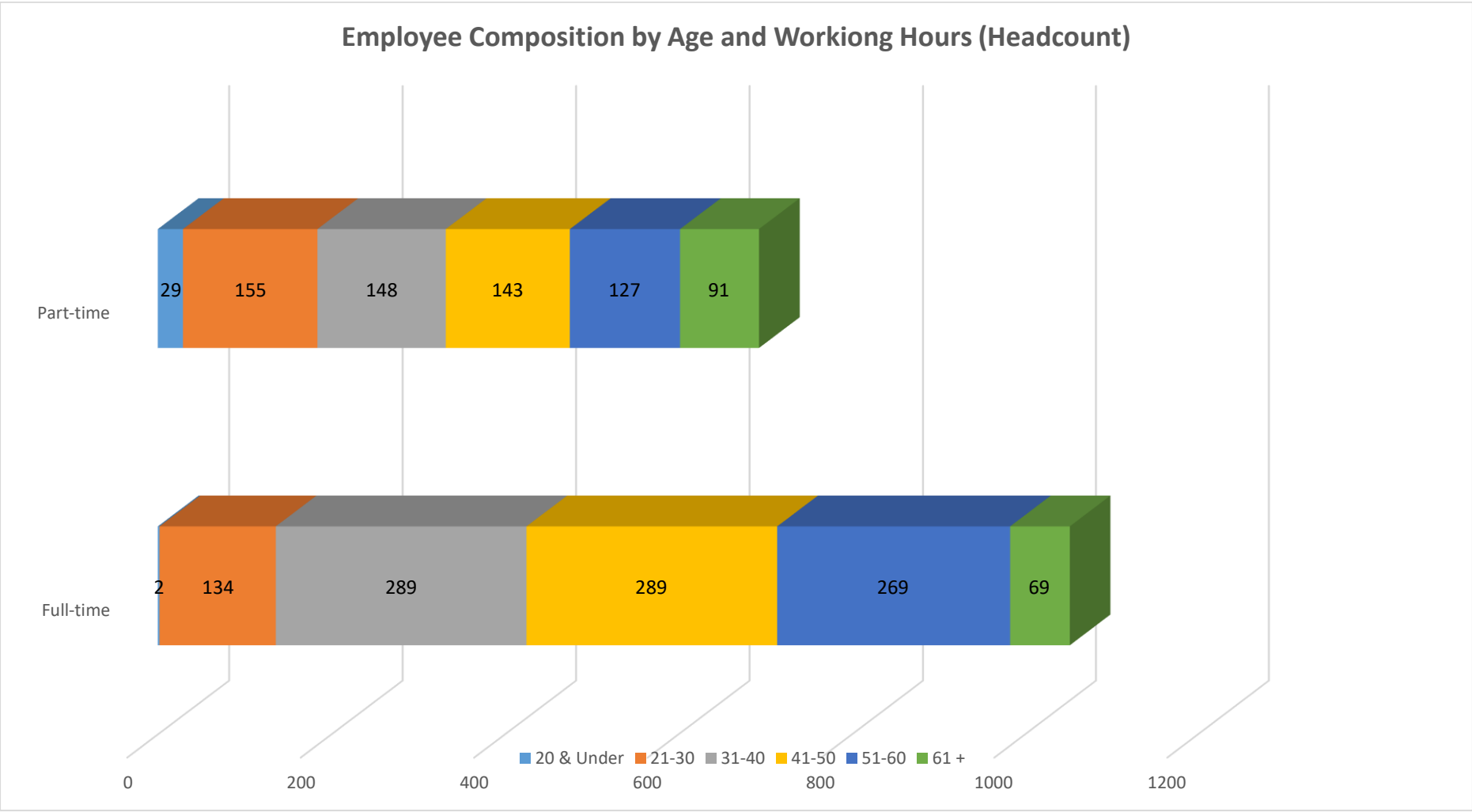
	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Permanent	3	127	345	382	363	124	1344
Fixed Term	28	162	92	50	33	36	401



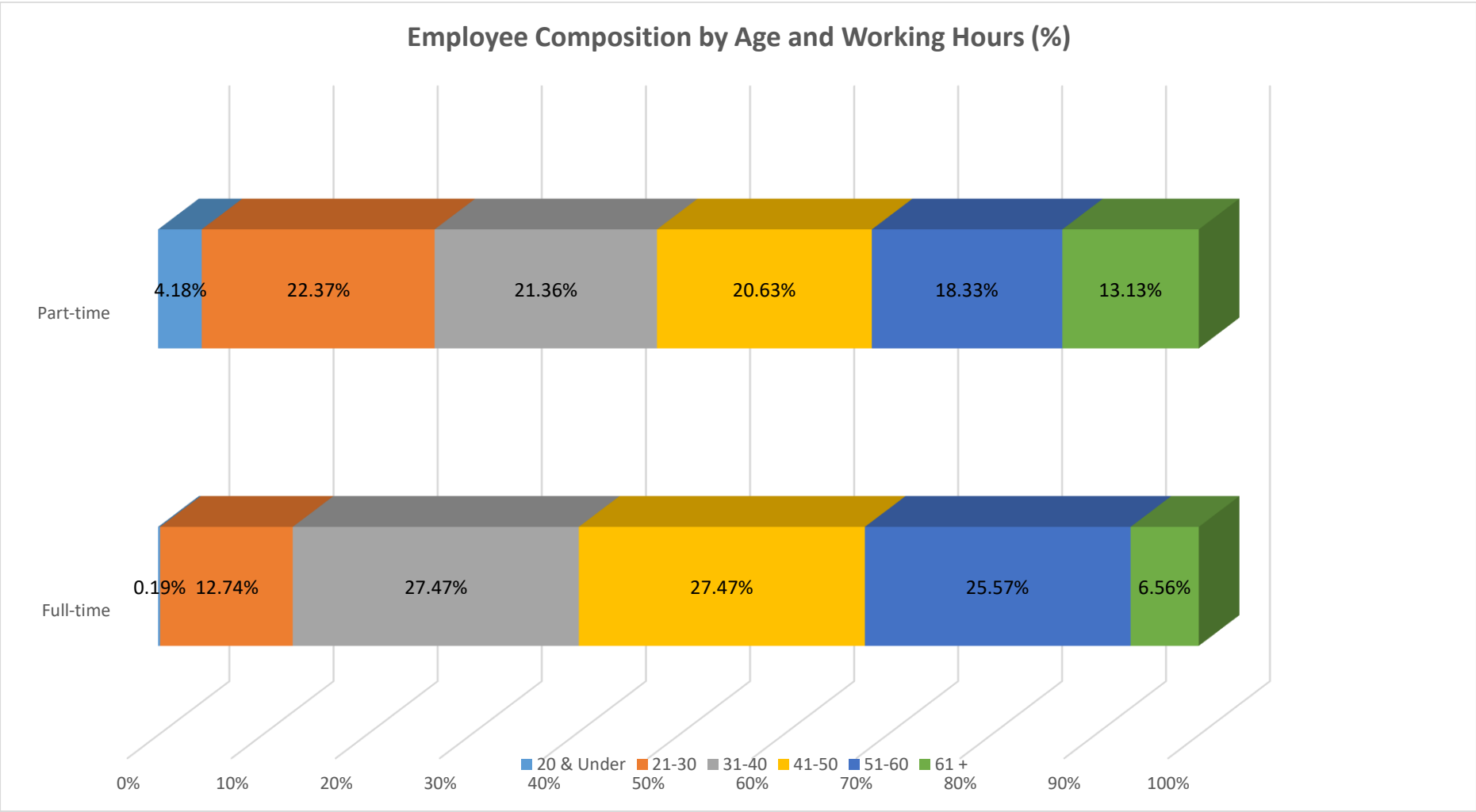
	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Permanent	0.22%	9.45%	25.67%	28.42%	27.01%	9.23%	100%
Fixed Term	6.98%	40.40%	22.94%	12.47%	8.23%	8.98%	100%



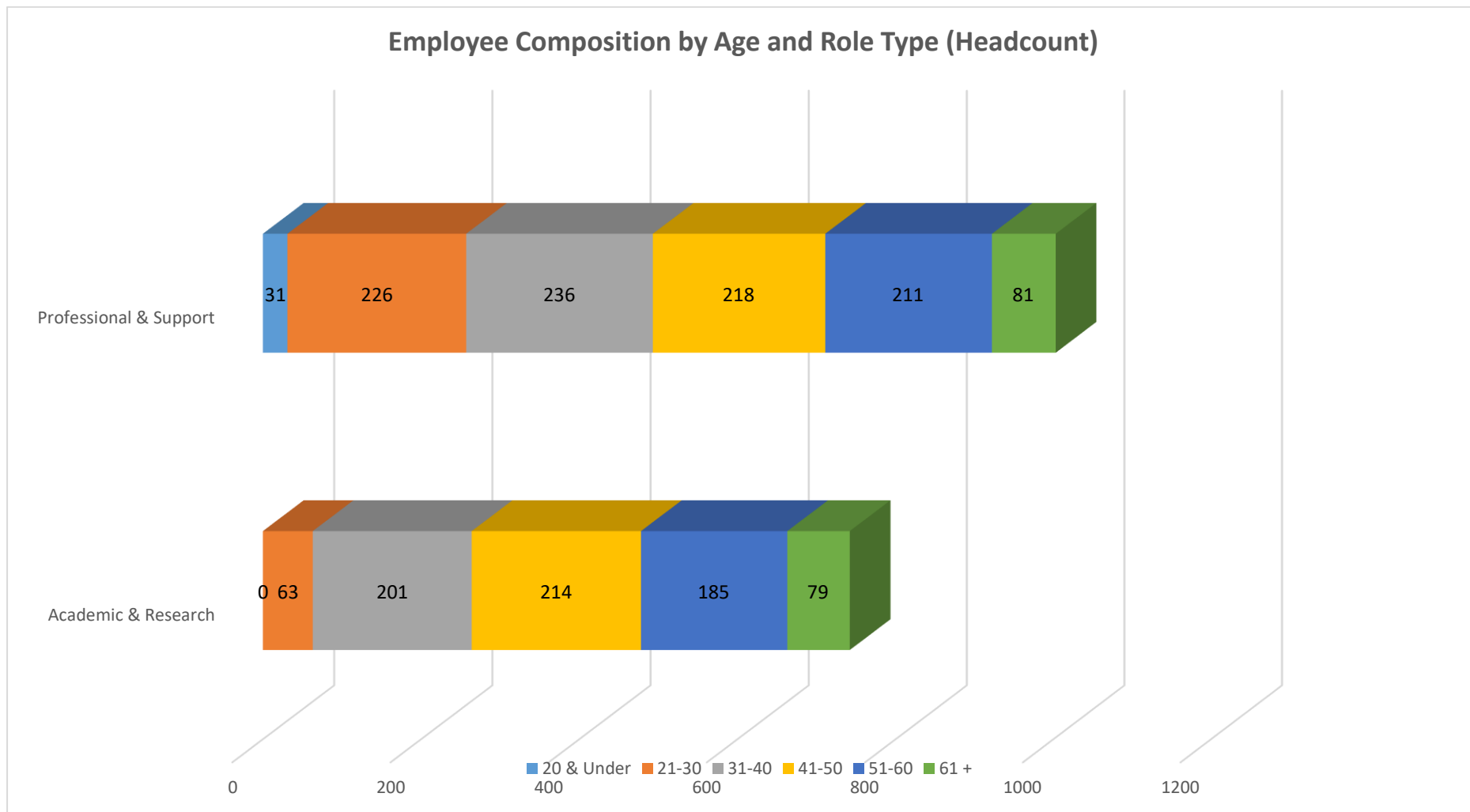
	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Full-time	2	134	289	289	269	69	1052
Part-time	29	155	148	143	127	91	693



	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Full-time	0.19%	12.74%	27.47%	27.47%	25.57%	6.56%	100%
Part-time	4.18%	22.37%	21.36%	20.63%	18.33%	13.13%	100%

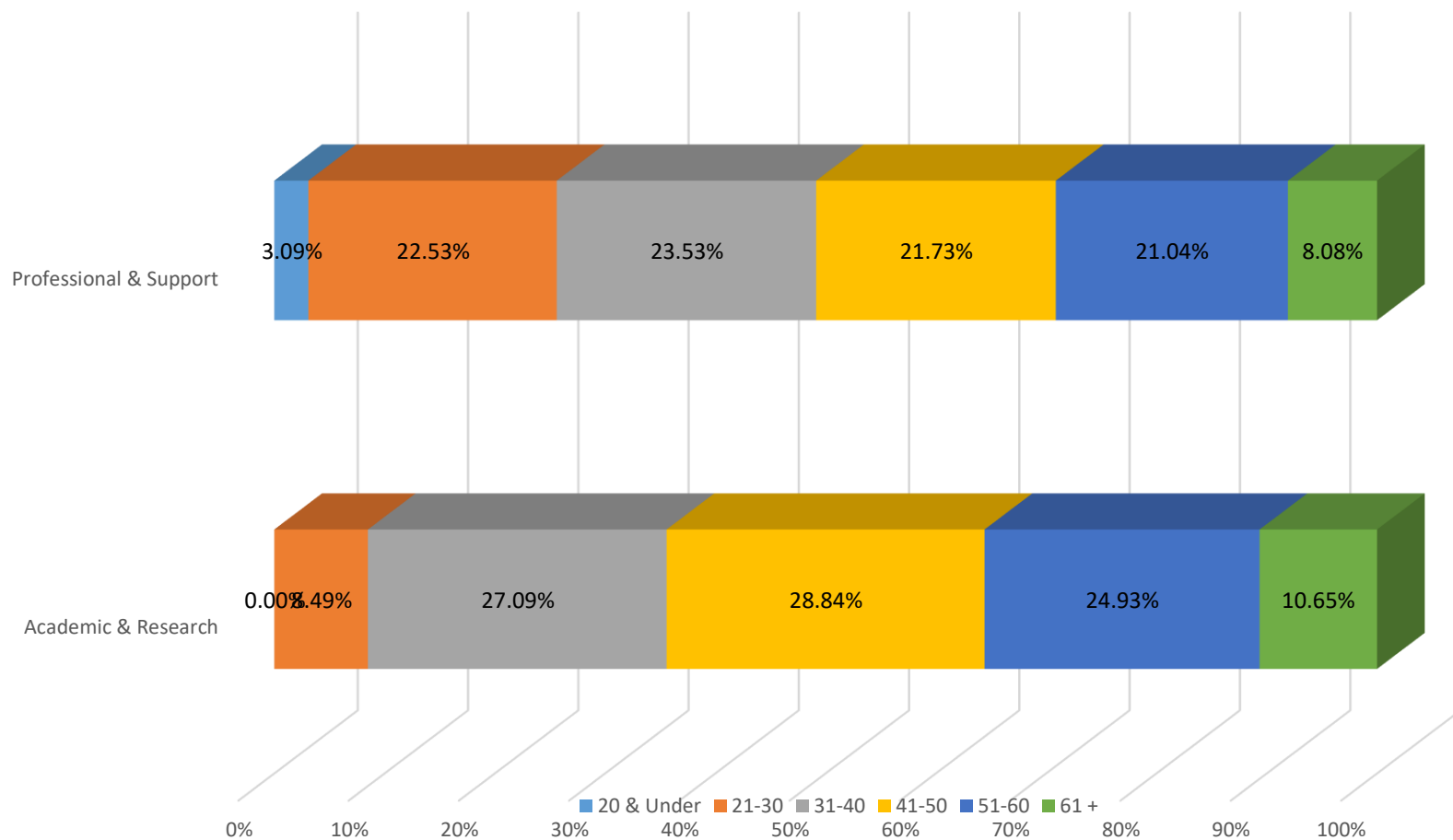


	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Academic & Research	0	63	201	214	185	79	742
Professional & Support	31	226	236	218	211	81	1003



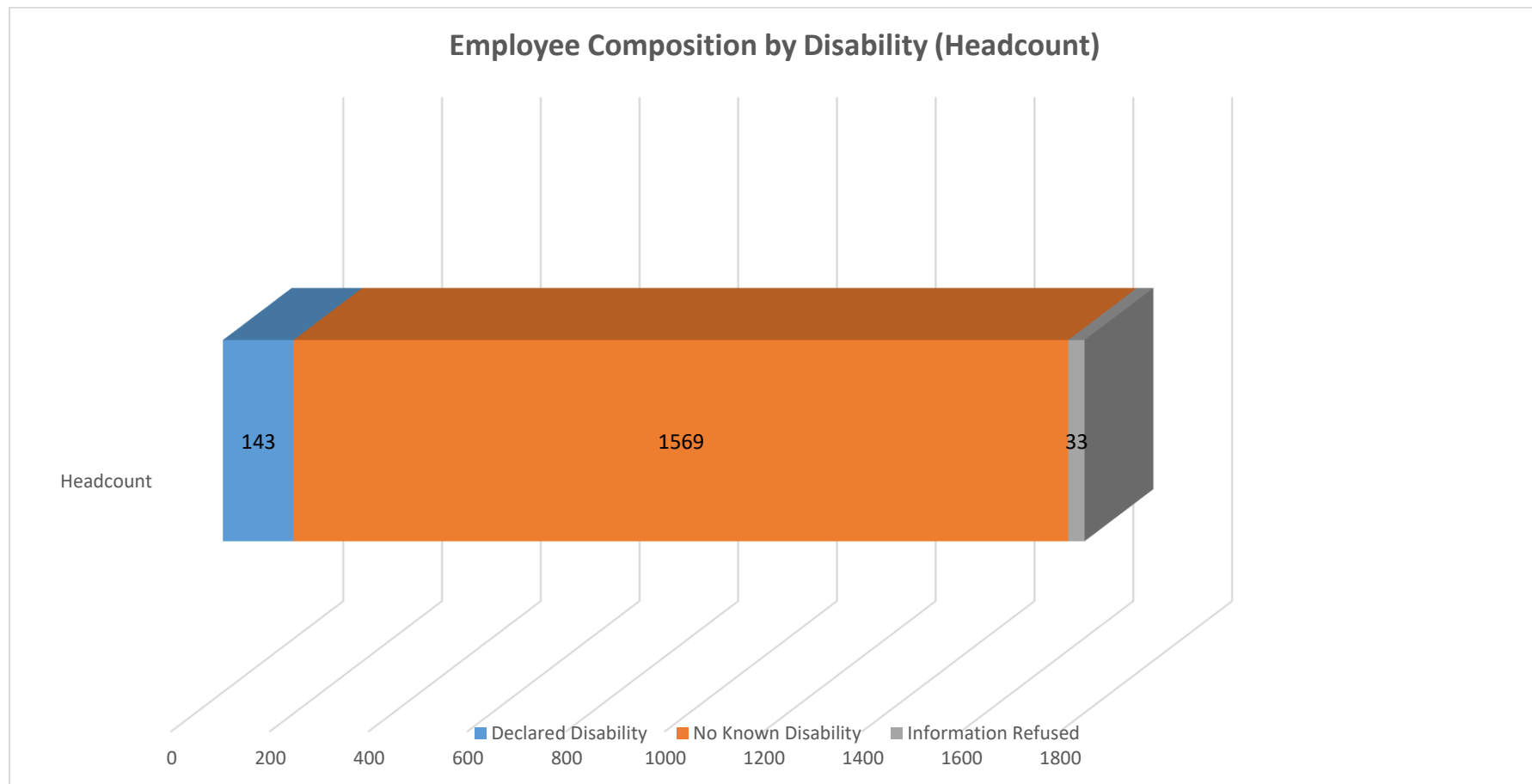
	20 & Under	21-30	31-40	41-50	51-60	61 +	Total
Academic & Research	0.00%	8.49%	27.09%	28.84%	24.93%	10.65%	100%
Professional & Support	3.09%	22.53%	23.53%	21.73%	21.04%	8.08%	100%

Employee Composition by Age and Role Type (%)

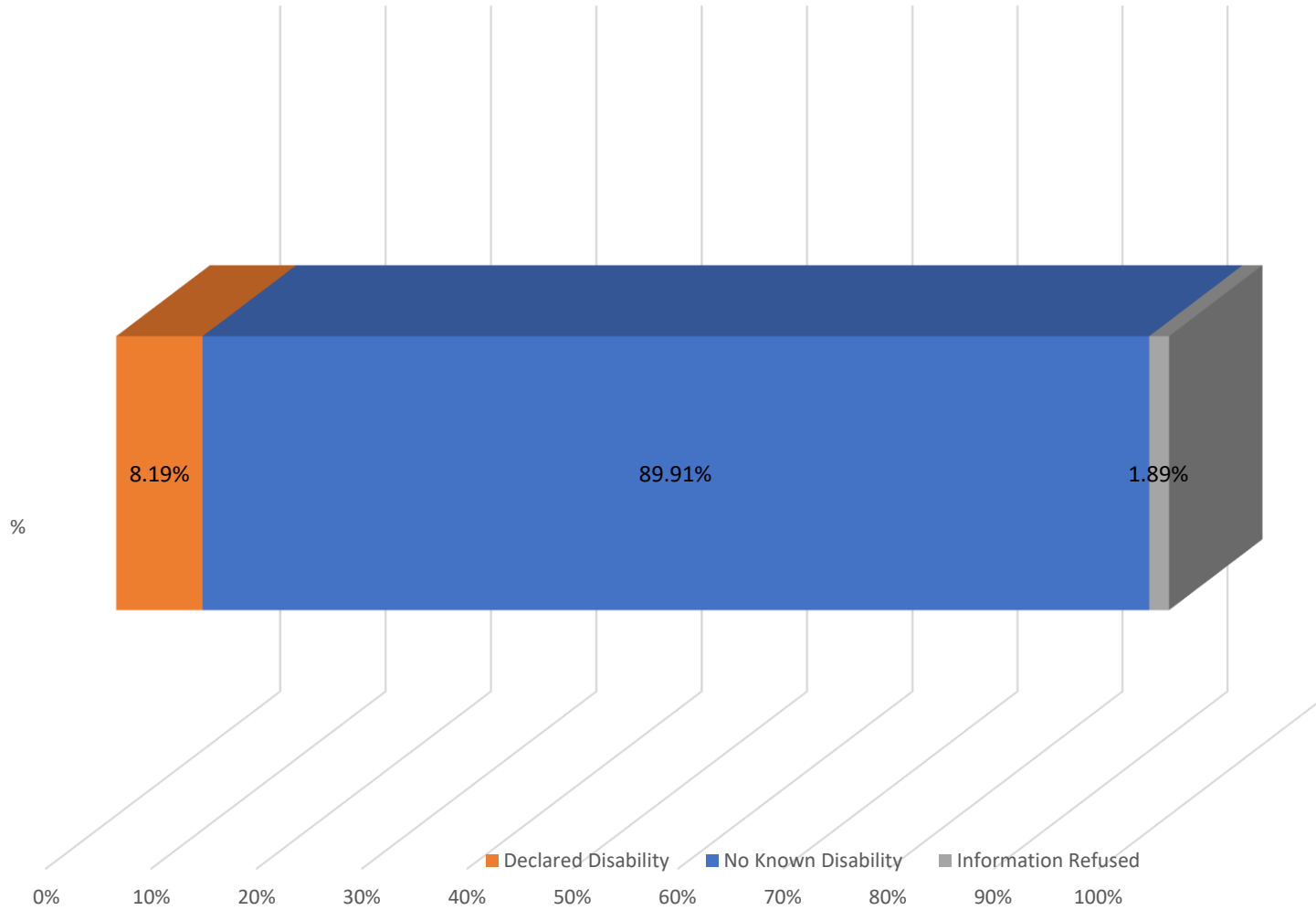


Employee Composition by Disability

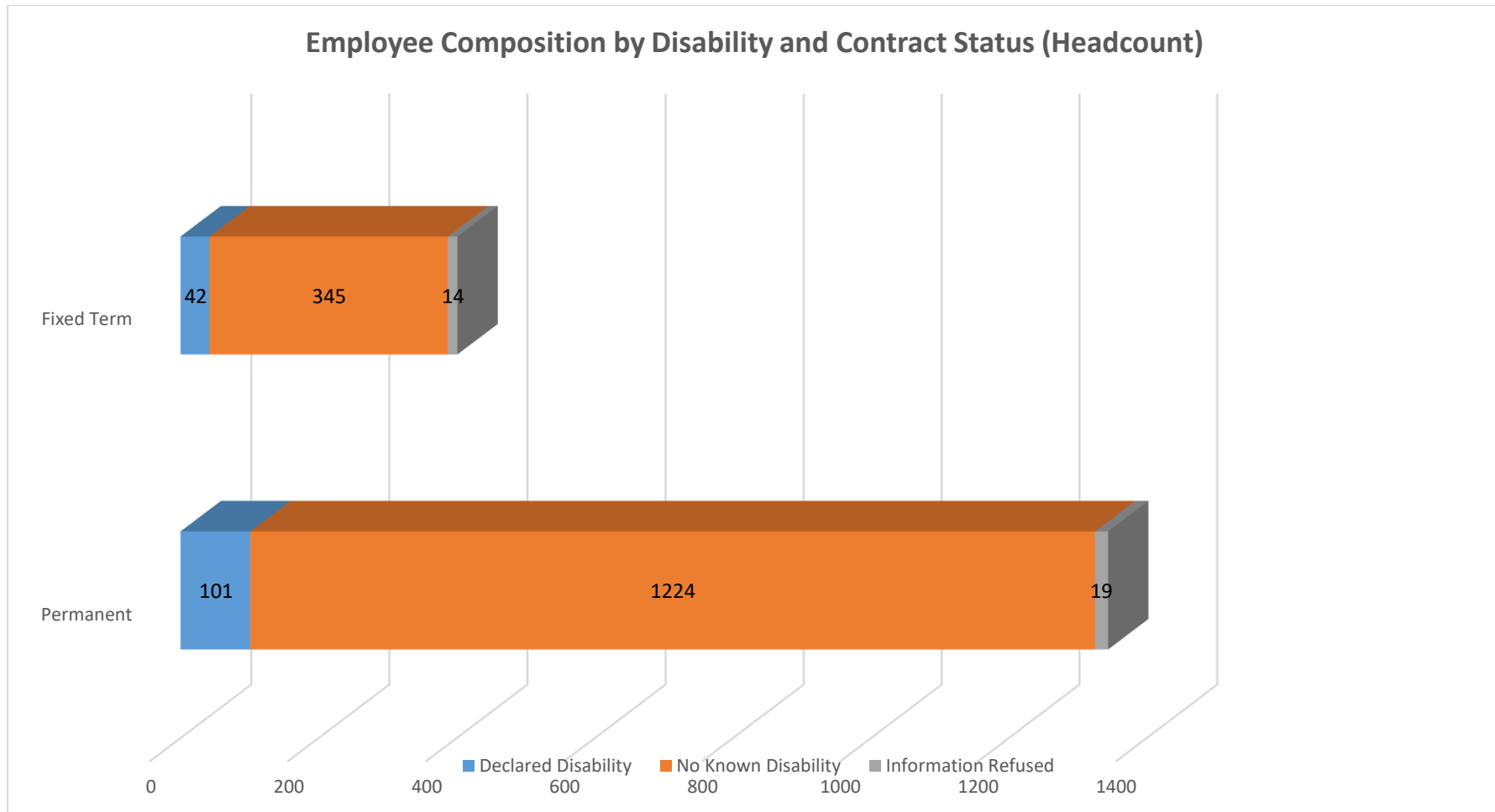
	Declared Disability	No Known Disability	Information Refused	Total
Headcount	143	1569	33	1745
%	8.19%	89.91%	1.89%	100%



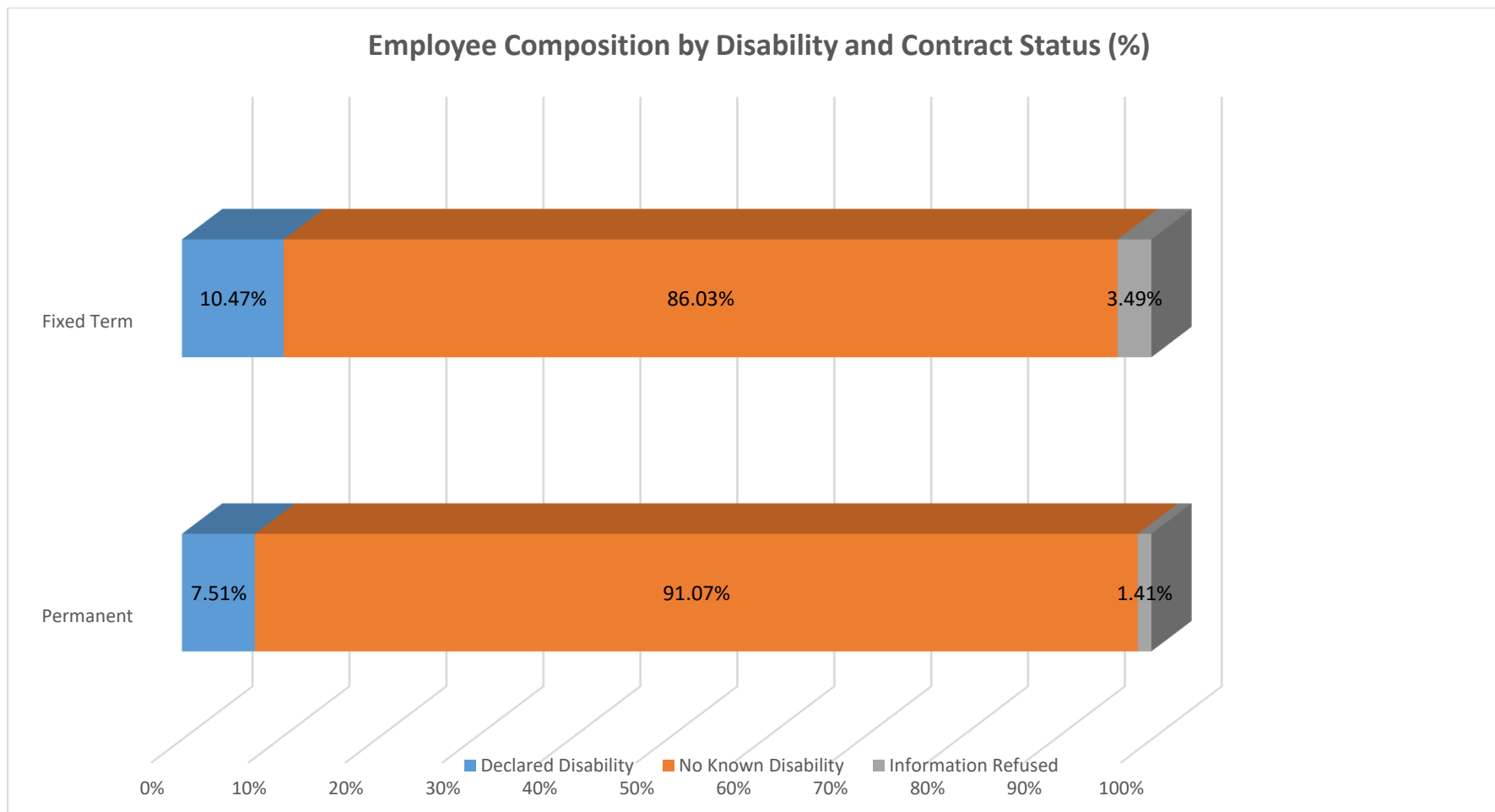
Employee Composition by Disability (%)



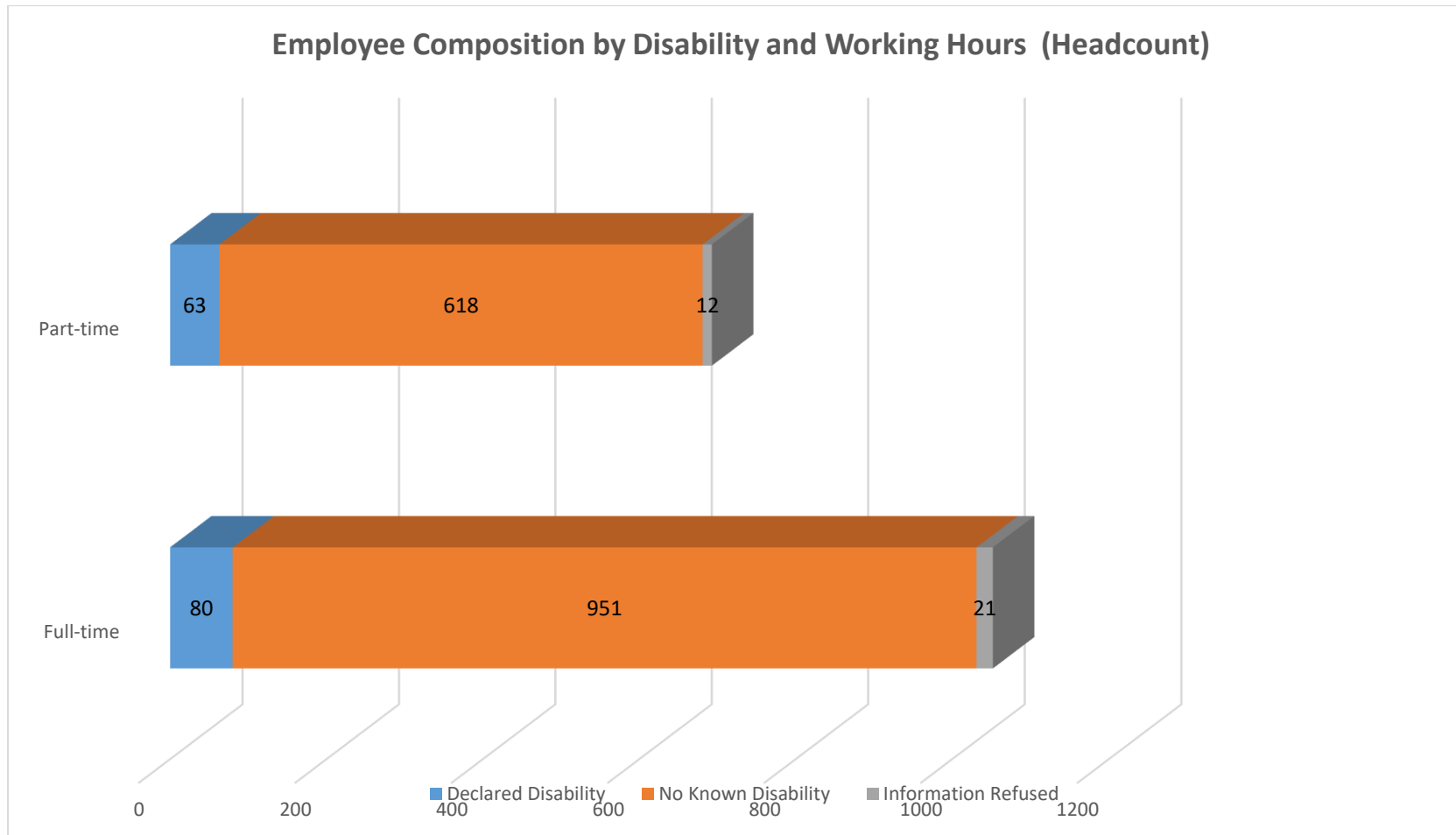
	Permanent	Fixed Term	Total
Declared Disability	101	42	143
No Known Disability	1224	345	1569
Information Refused	19	14	33
Total	1344	401	1745



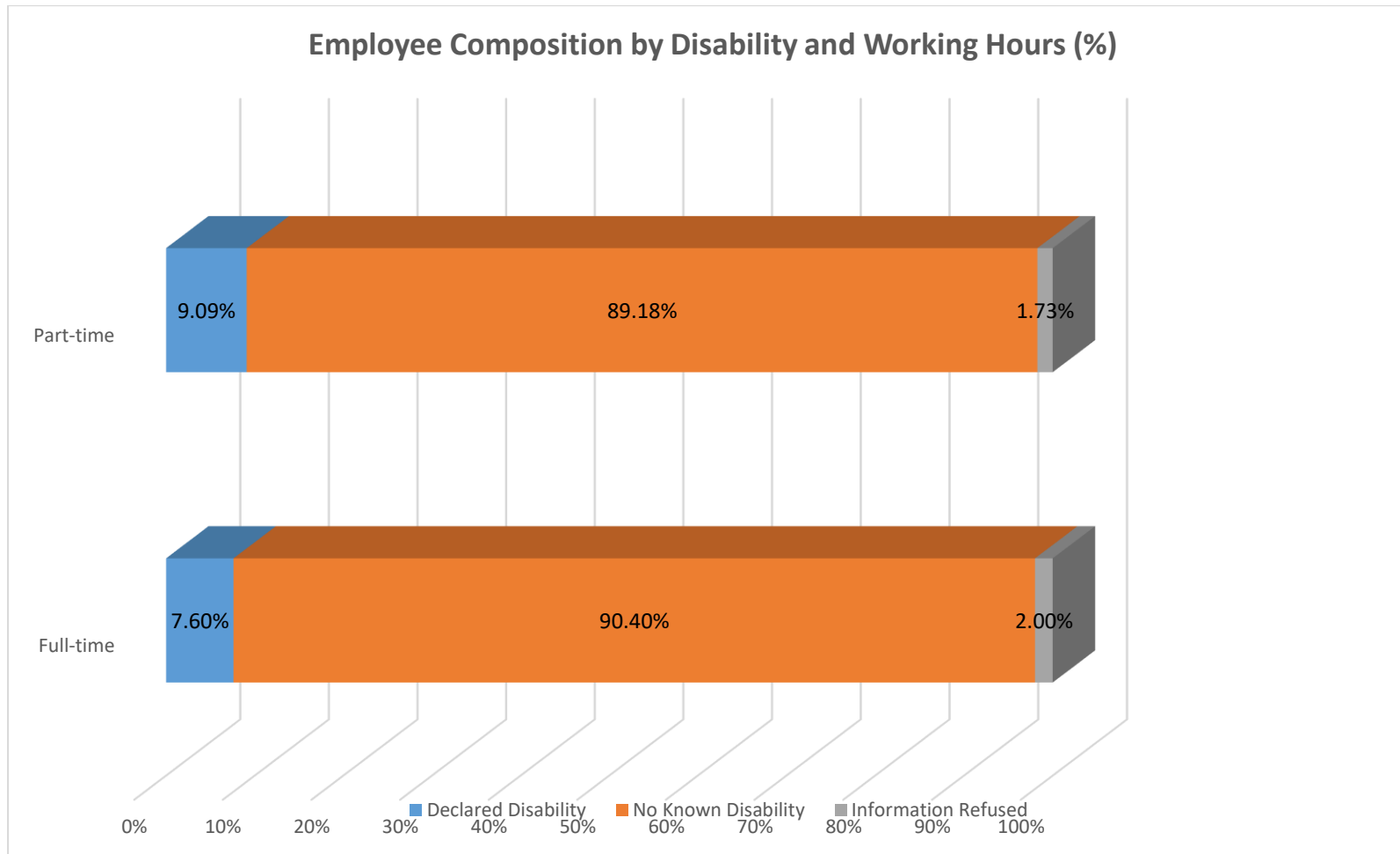
	Permanent	Fixed Term
Declared Disability	7.51%	10.47%
No Known Disability	91.07%	86.03%
Information Refused	1.41%	3.49%
Total	100%	100%



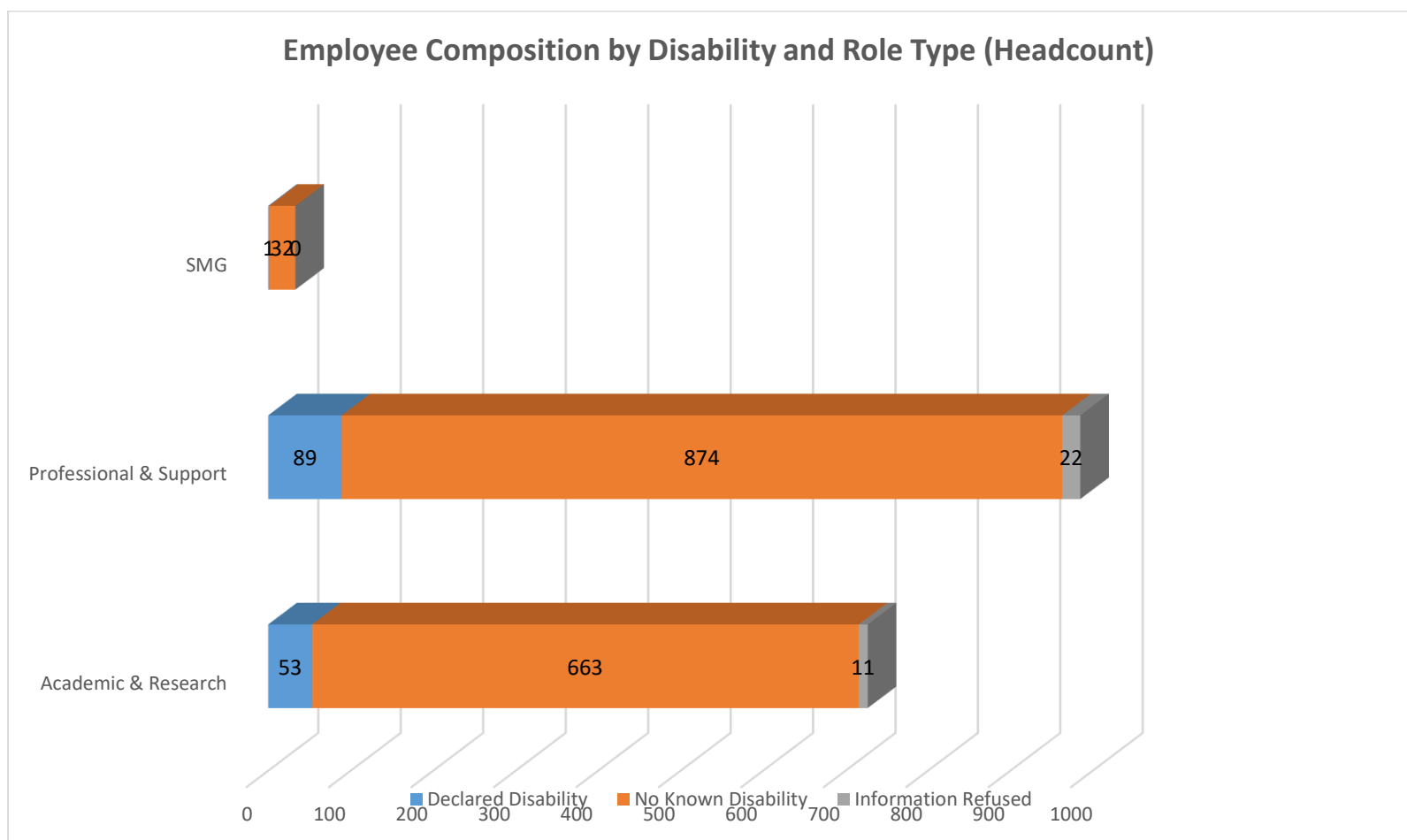
	Full-time	Part-time	Total
Declared Disability	80	63	143
No Known Disability	951	618	1569
Information Refused	21	12	33
Total	1052	693	1745



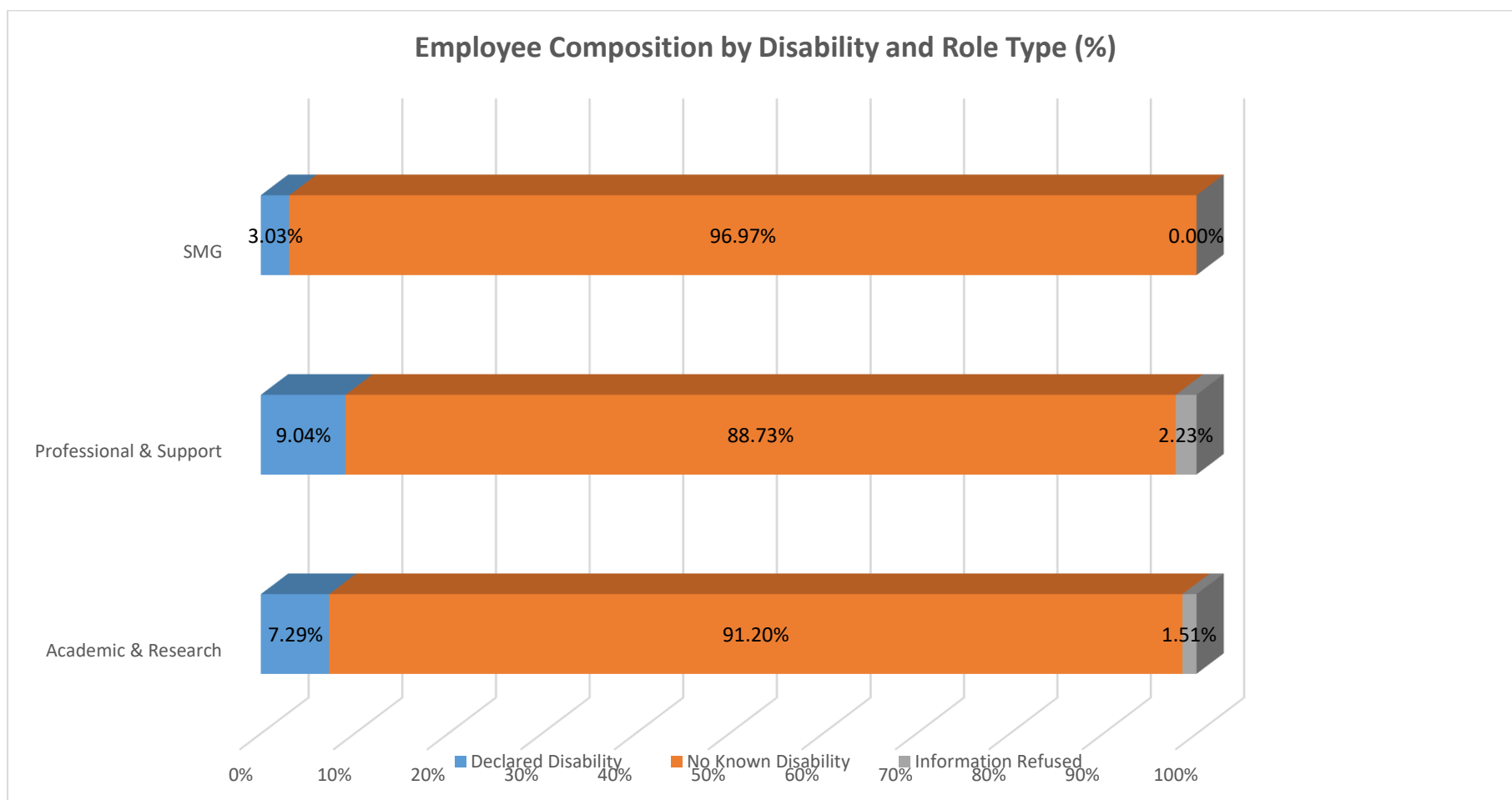
	Full-time	Part-time
Declared Disability	7.60%	9.09%
No Known Disability	90.40%	89.18%
Information Refused	2.00%	1.73%
Total	100%	100%



	Academic & Research	Professional & Support	SMG	Total
Declared Disability	53	89	1	143
No Known Disability	663	874	32	1569
Information Refused	11	22	0	33
Total	727	985	33	1745



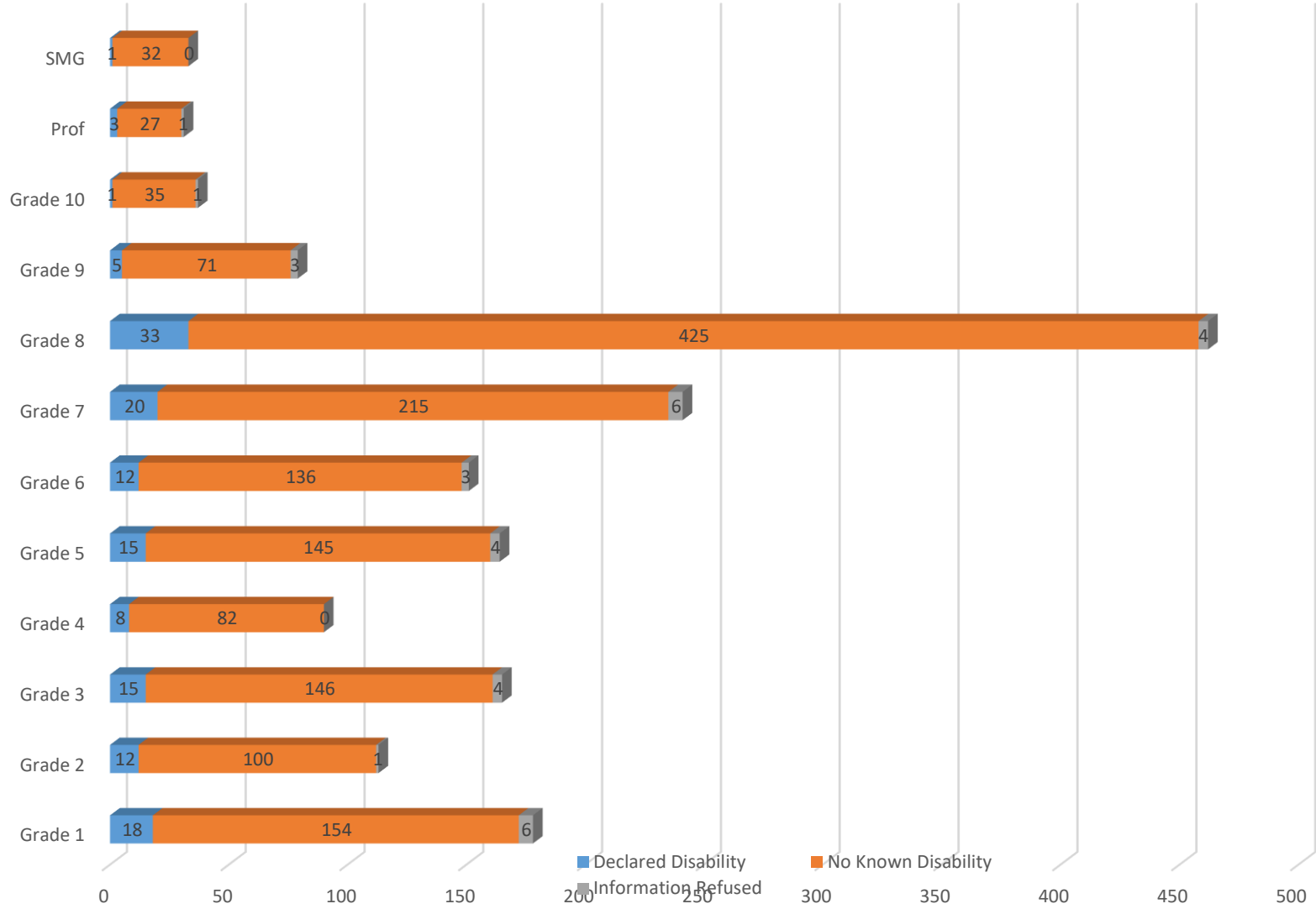
	Academic & Research	Professional & Support	SMG
Declared Disability	7.29%	9.04%	3.03%
No Known Disability	91.20%	88.73%	96.97%
Information Refused	1.51%	2.23%	0.00%
Total	100%	100%	100%



	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Prof	SMG
Declared Disability	18	12	15	8	15	12	20	33	5	1	3	1
No Known Disability	154	100	146	82	145	136	215	425	71	35	27	32
Information Refused	6	1	4	0	4	3	6	4	3	1	1	0
Total	178	113	165	90	164	151	241	462	79	37	31	33

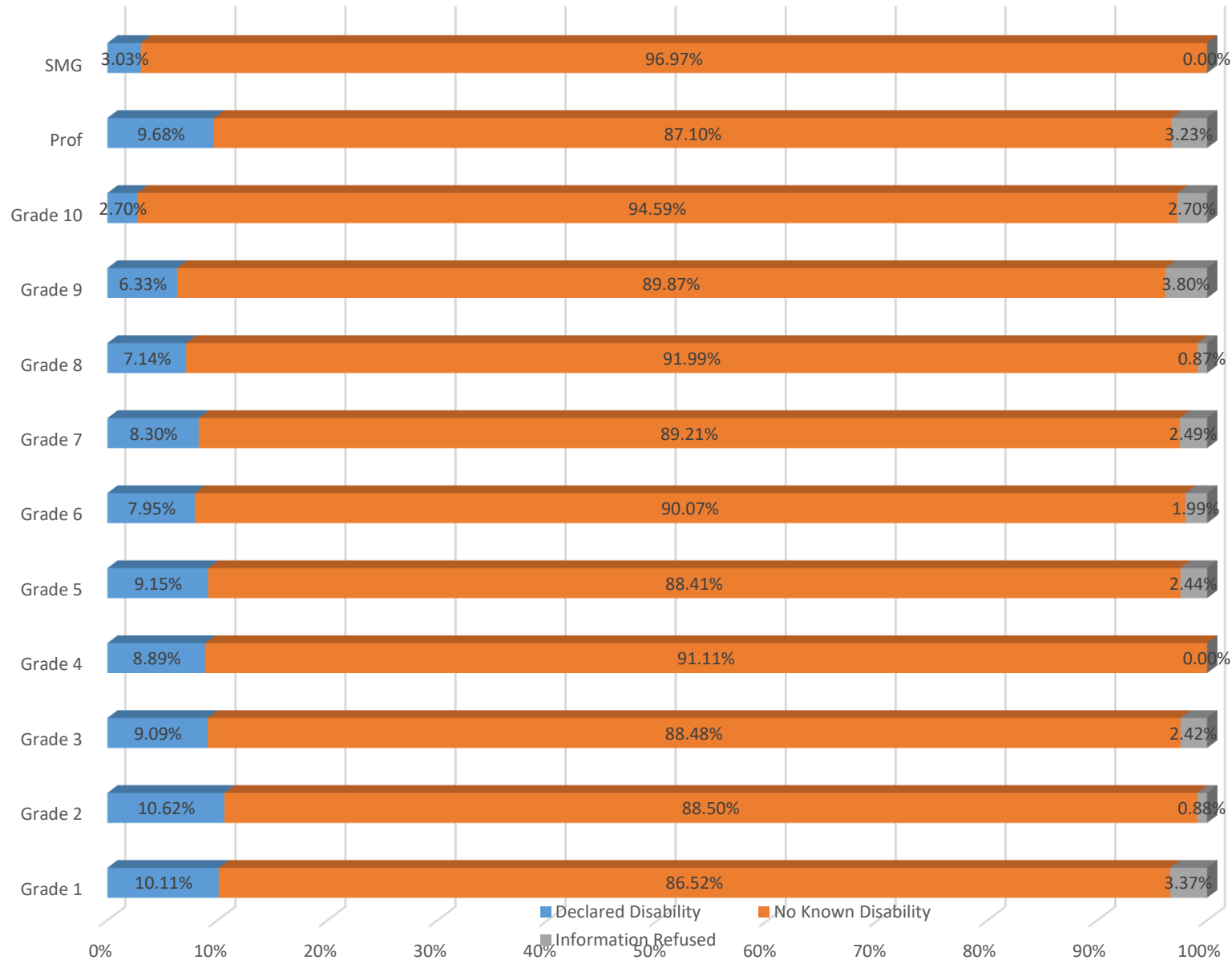
1744

Employee Composition by Disability and Grade (Headcount)



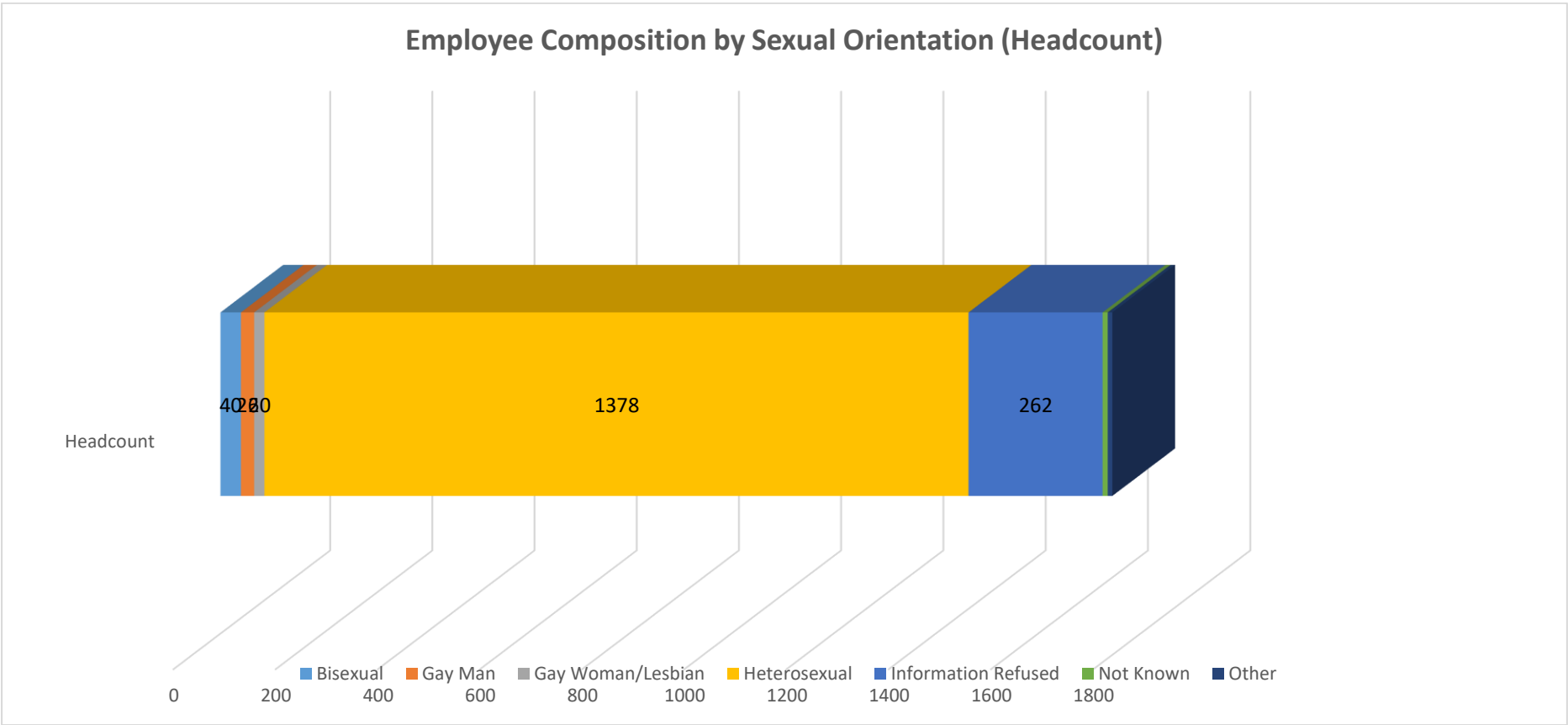
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Employee Composition by Disability and Grade (%)

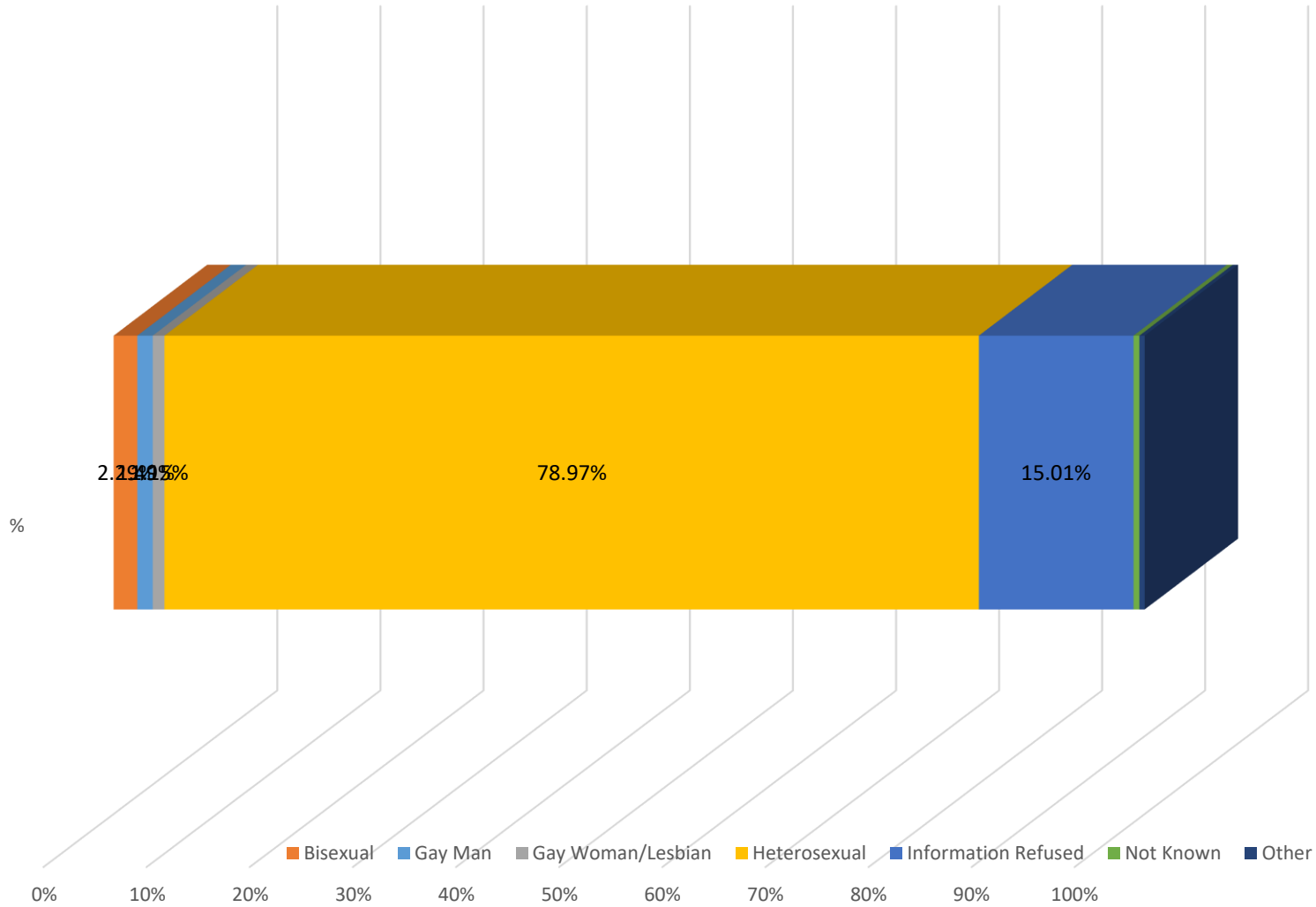


Employee Composition by Sexual Orientation

	Bisexual	Gay Man	Gay Woman/Lesbian	Heterosexual	Information Refused	Not Known	Other	Total
Headcount	40	26	20	1378	262	10	9	1745
%	2.29%	1.49%	1.15%	78.97%	15.01%	0.57%	0.52%	100%

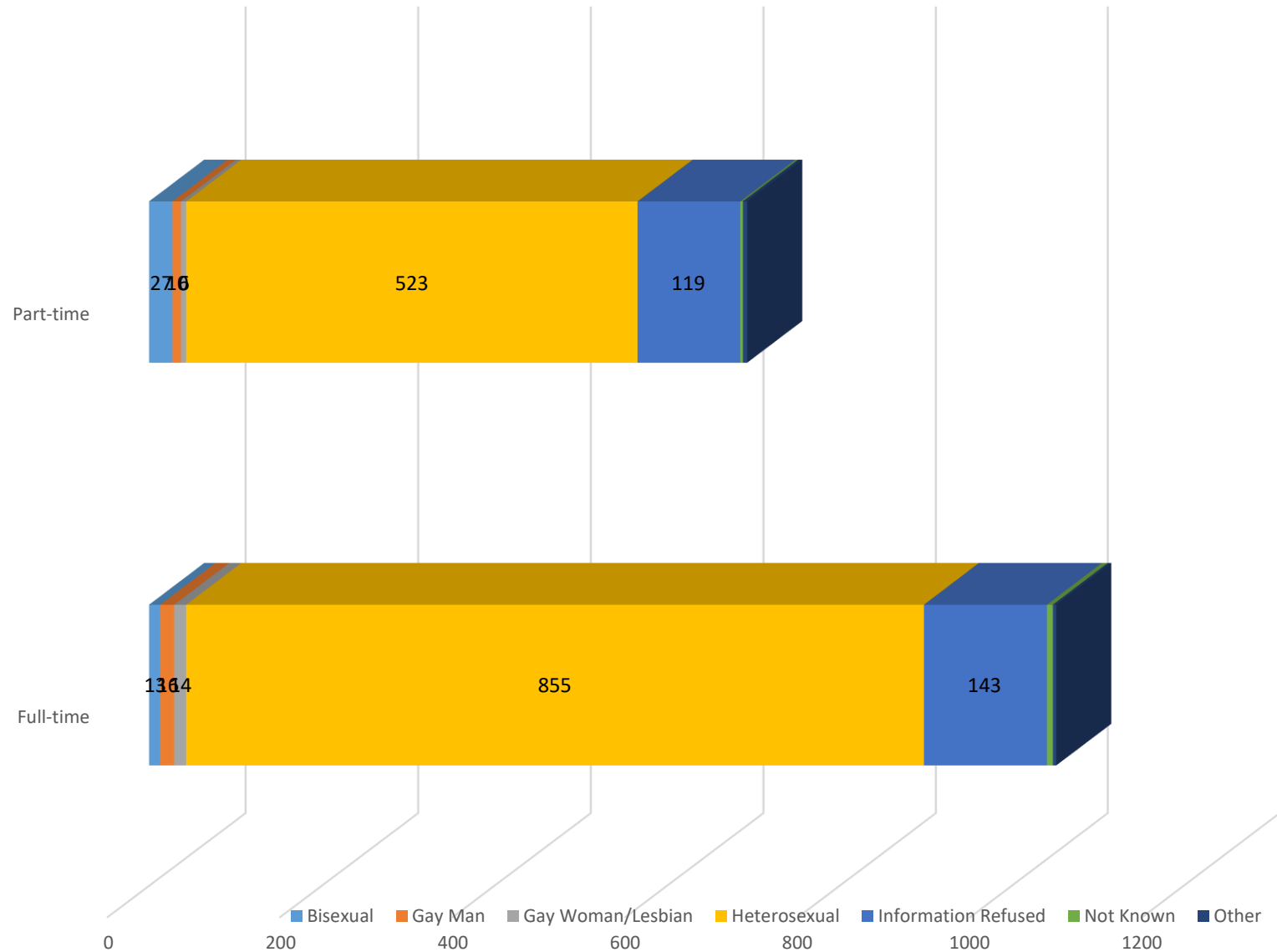


Employee Composition by Sexual Orientation (%)



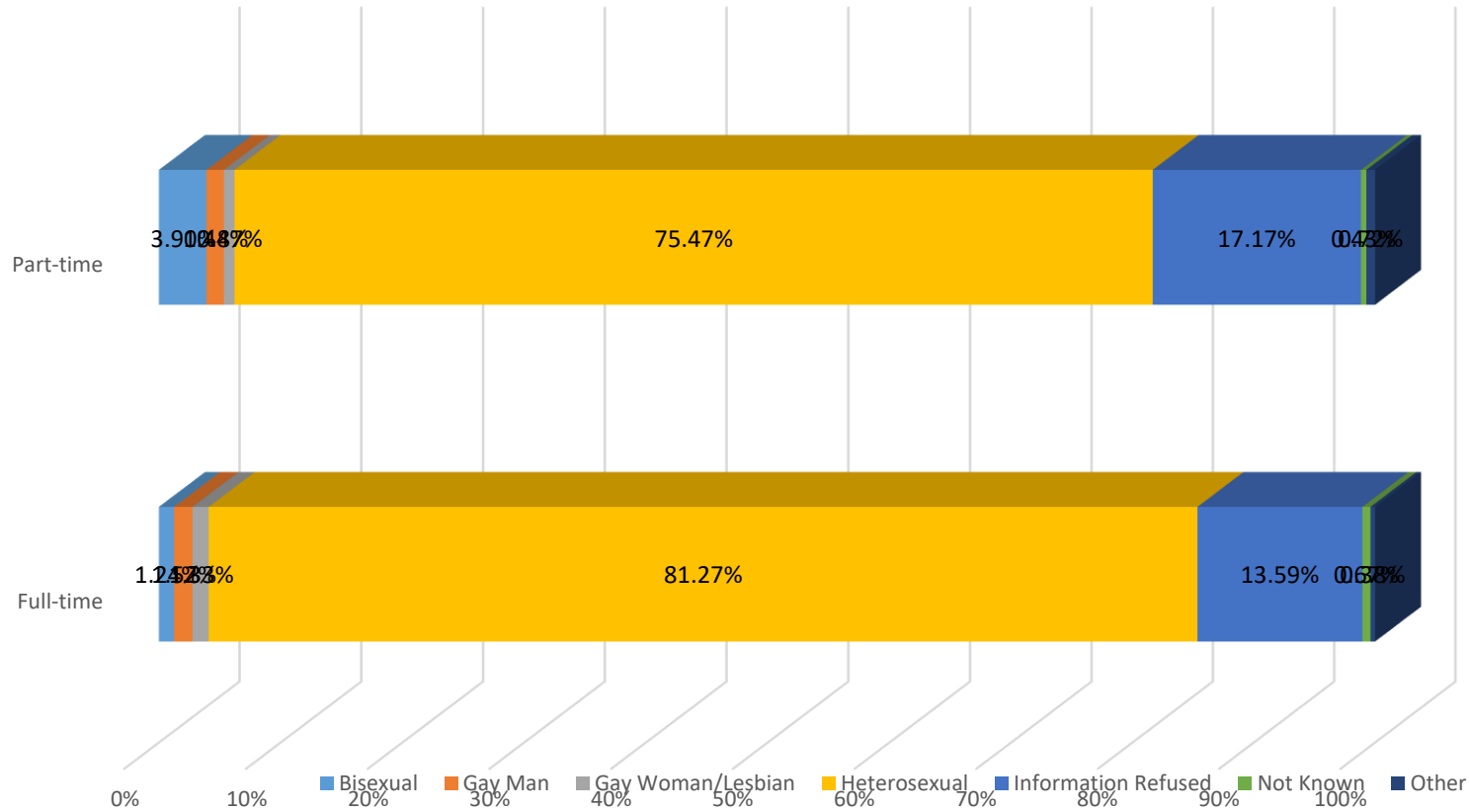
	Full-time	Part-time	Total
Bisexual	13	27	40
Gay Man	16	10	26
Gay Woman/Lesbian	14	6	20
Heterosexual	855	523	1378
Information Refused	143	119	262
Not Known	7	3	10
Other	4	5	9
Total	1052	693	1745

Employee Composition by Sexual Orientation and Working Hours (Headcount)



	Full-time	Part-time
Bisexual	1.24%	3.90%
Gay Man	1.52%	1.44%
Gay Woman/Lesbian	1.33%	0.87%
Heterosexual	81.27%	75.47%
Information Refused	13.59%	17.17%
Not Known	0.67%	0.43%
Other	0.38%	0.72%
Total	100%	100%

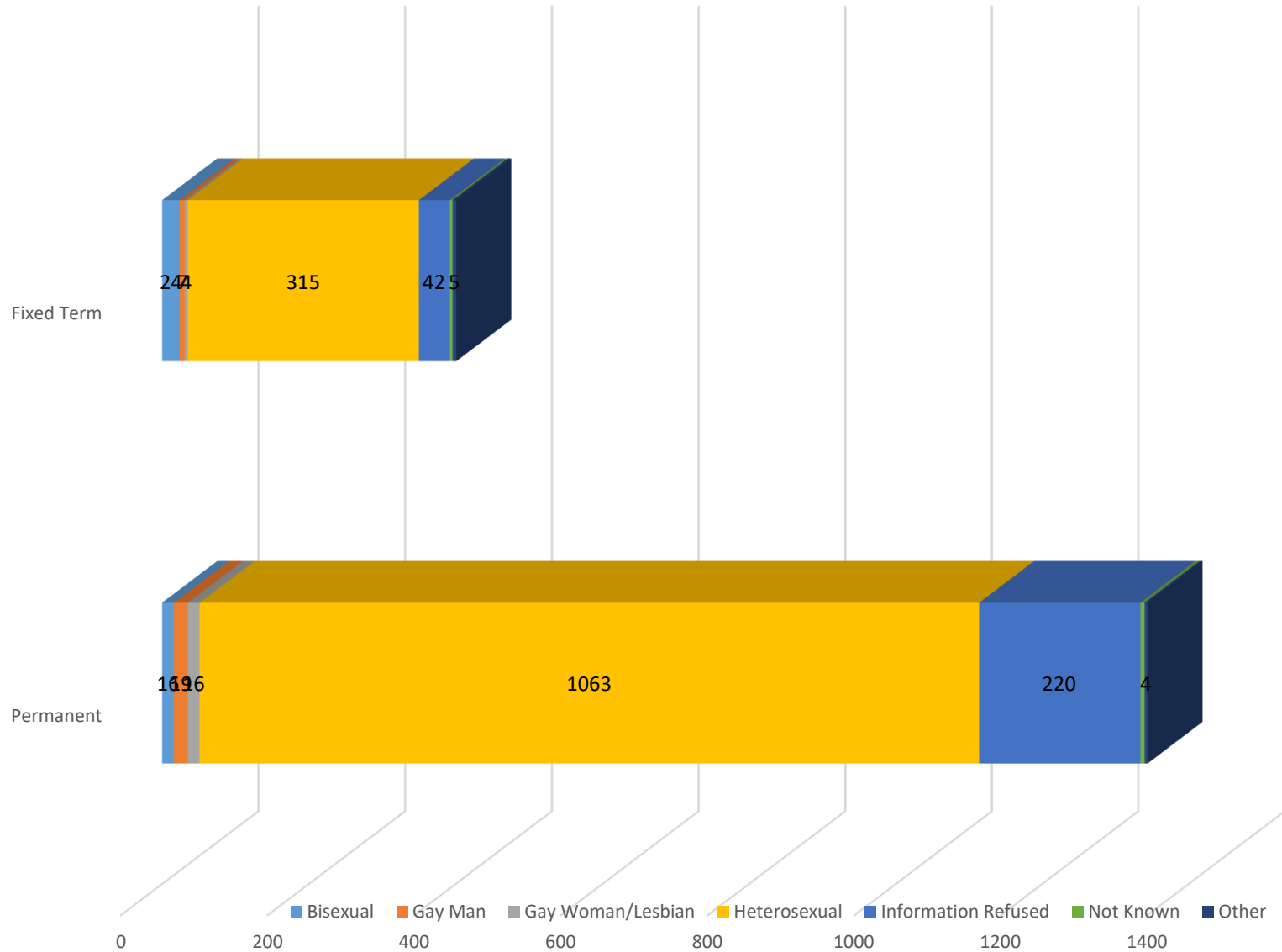
Employee Composition by Sexual Orientation and Working Hours (%)



	Permanent	Fixed Term	Total
Bisexual	16	24	40
Gay Man	19	7	26
Gay Woman/Lesbian	16	4	20
Heterosexual	1063	315	1378

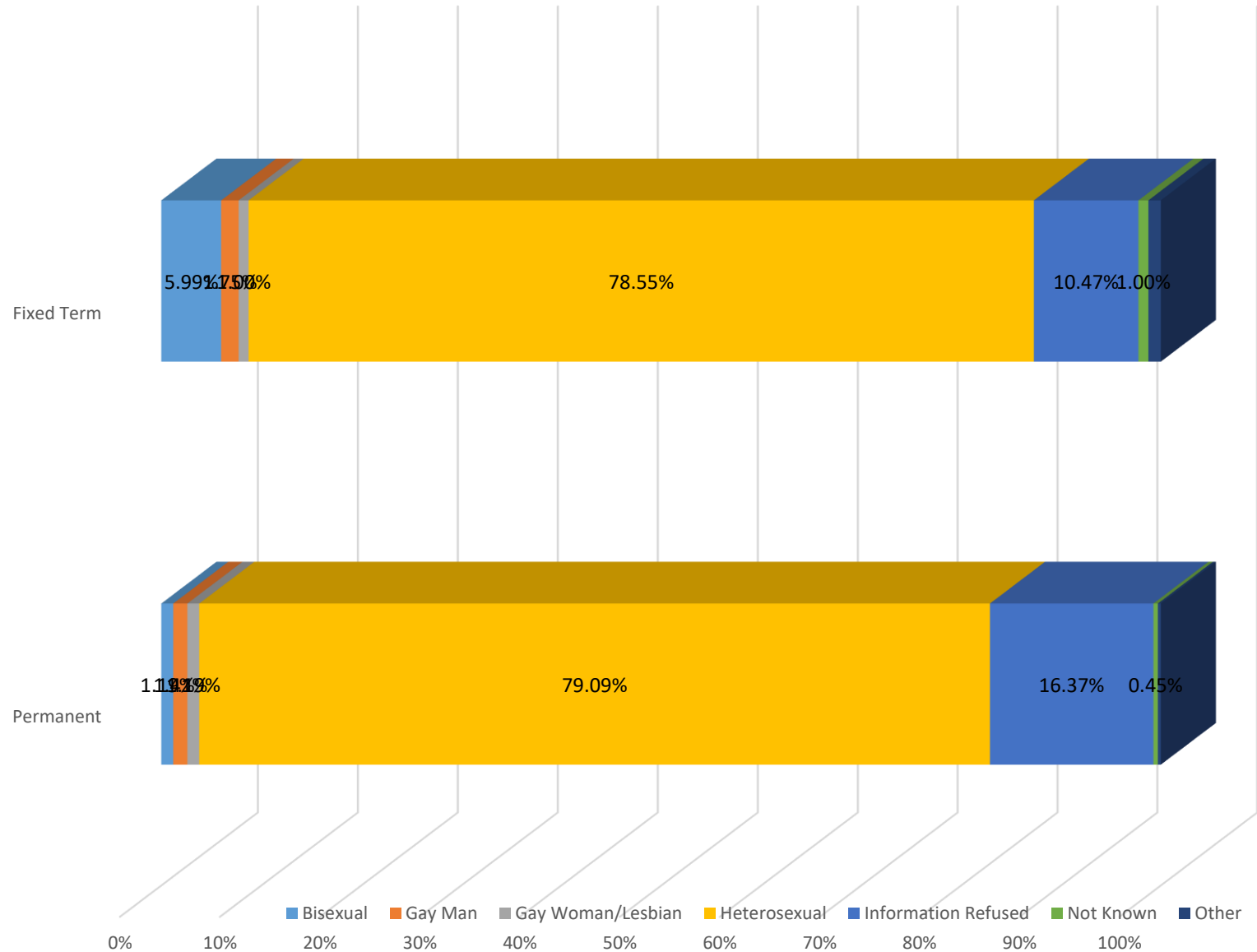
Information Refused	220	42	262
Not Known	6	4	10
Other	4	5	9
Total	1344	401	1745

Employee Composition by Sexual Orientation and Contract Status (Headcount)



	Permanent	Fixed Term
Bisexual	1.19%	5.99%
Gay Man	1.41%	1.75%
Gay Woman/Lesbian	1.19%	1.00%
Heterosexual	79.09%	78.55%
Information Refused	16.37%	10.47%
Not Known	0.45%	1.00%
Other	0.30%	1.25%
Total	100%	100%

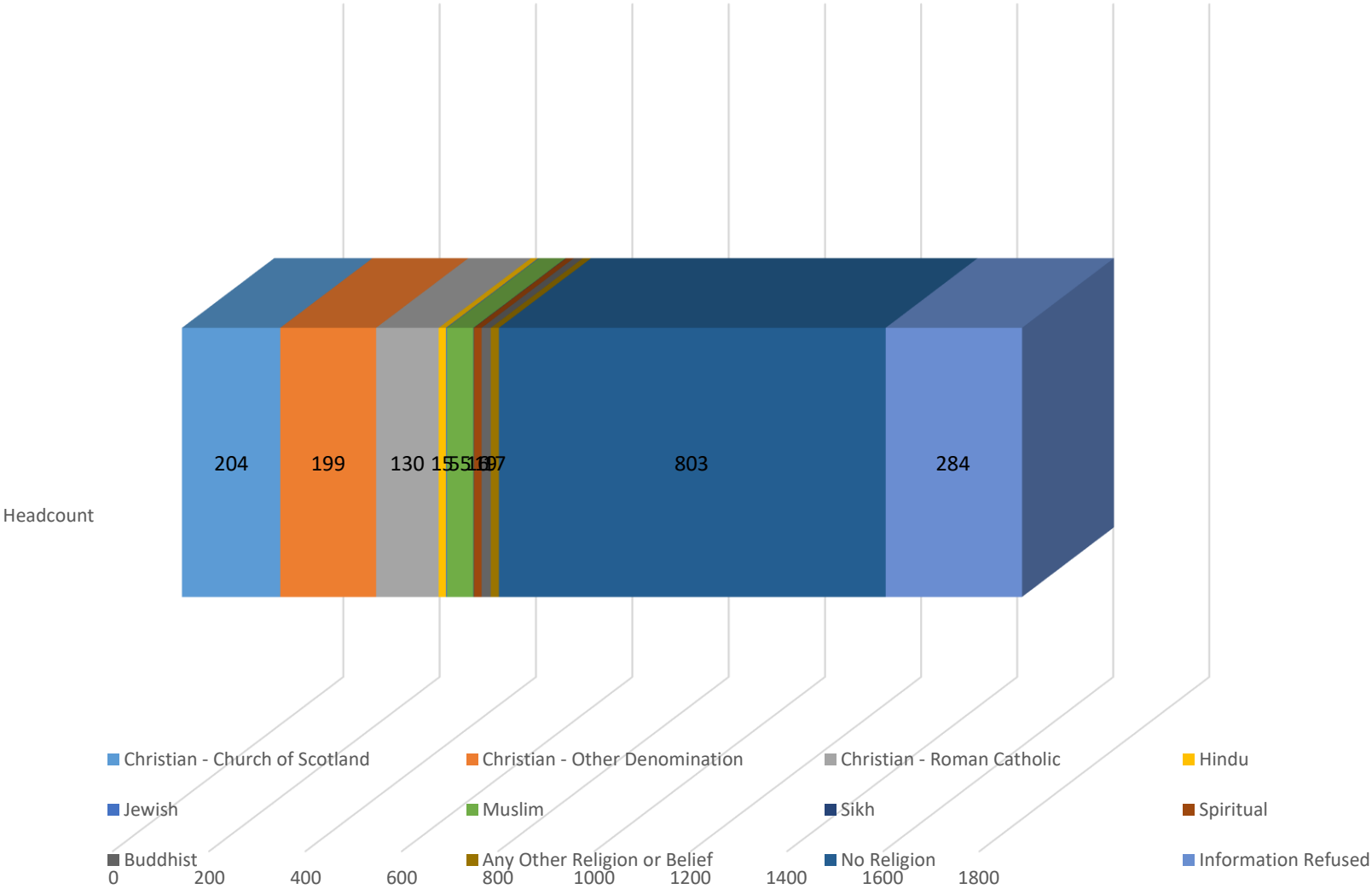
Employee Composition by Sexual Orientation and Contract Status (%)



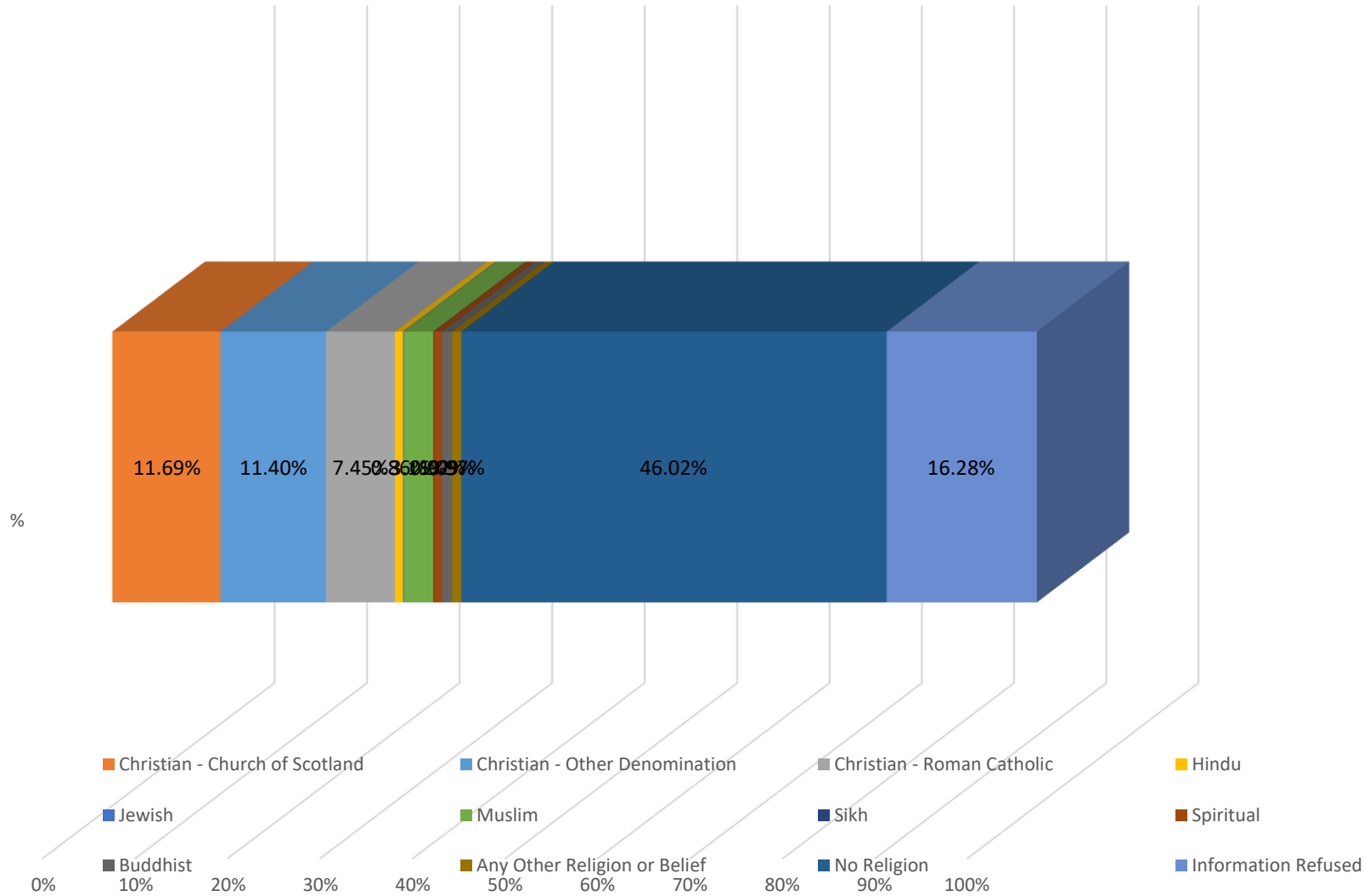
Employee Composition by Religion

	Headcount	%
Christian - Church of Scotland	204	11.69%
Christian - Other Denomination	199	11.40%
Christian - Roman Catholic	130	7.45%
Hindu	15	0.86%
Jewish	2	0.11%
Muslim	55	3.15%
Sikh	1	0.06%
Spiritual	16	0.92%
Buddhist	19	1.09%
Any Other Religion or Belief	17	0.97%
No Religion	803	46.02%
Information Refused	284	16.28%
Total	1745	100%

Employee Composition by Religion (Headcount)

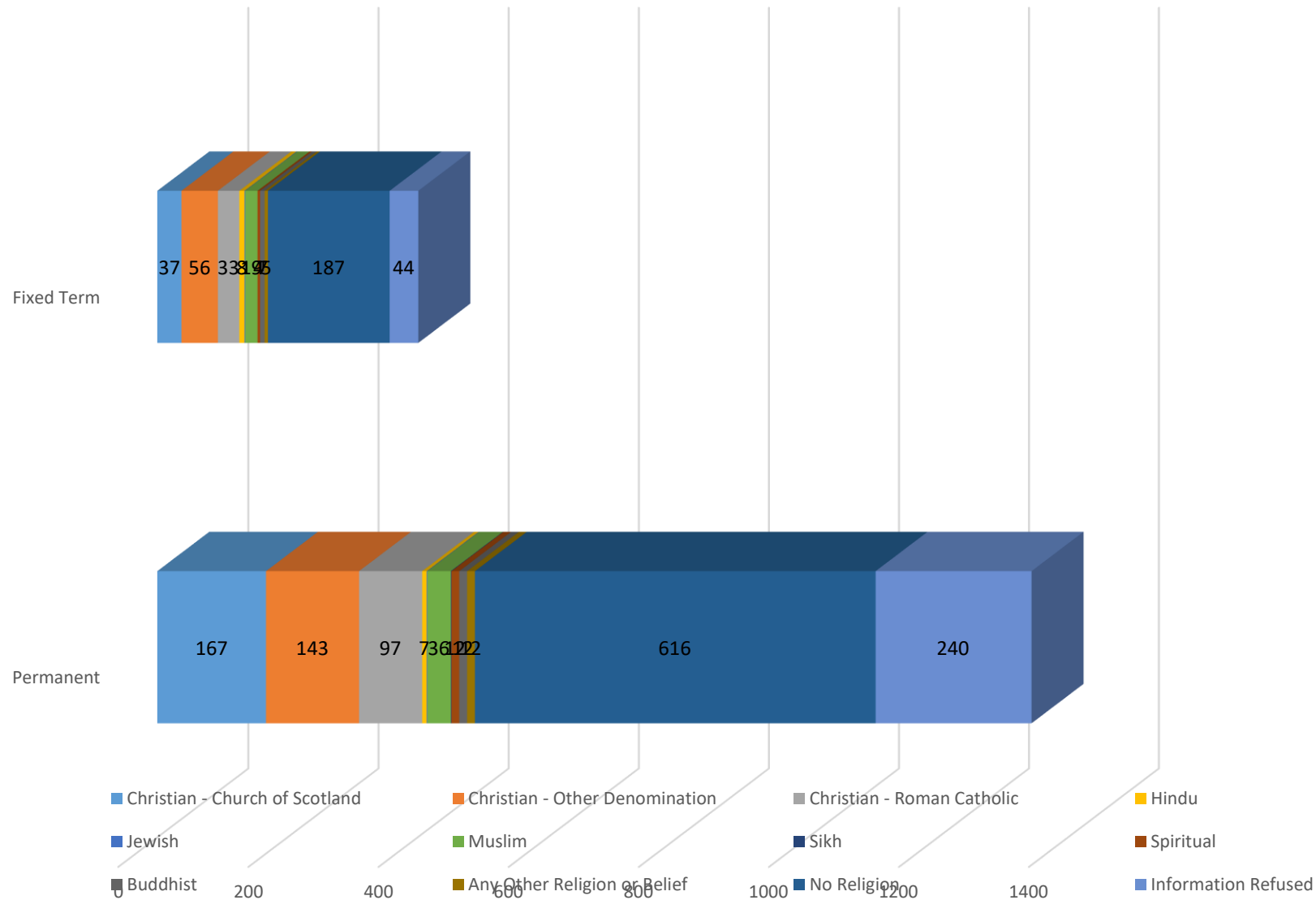


Employee Composition by Religion (%)



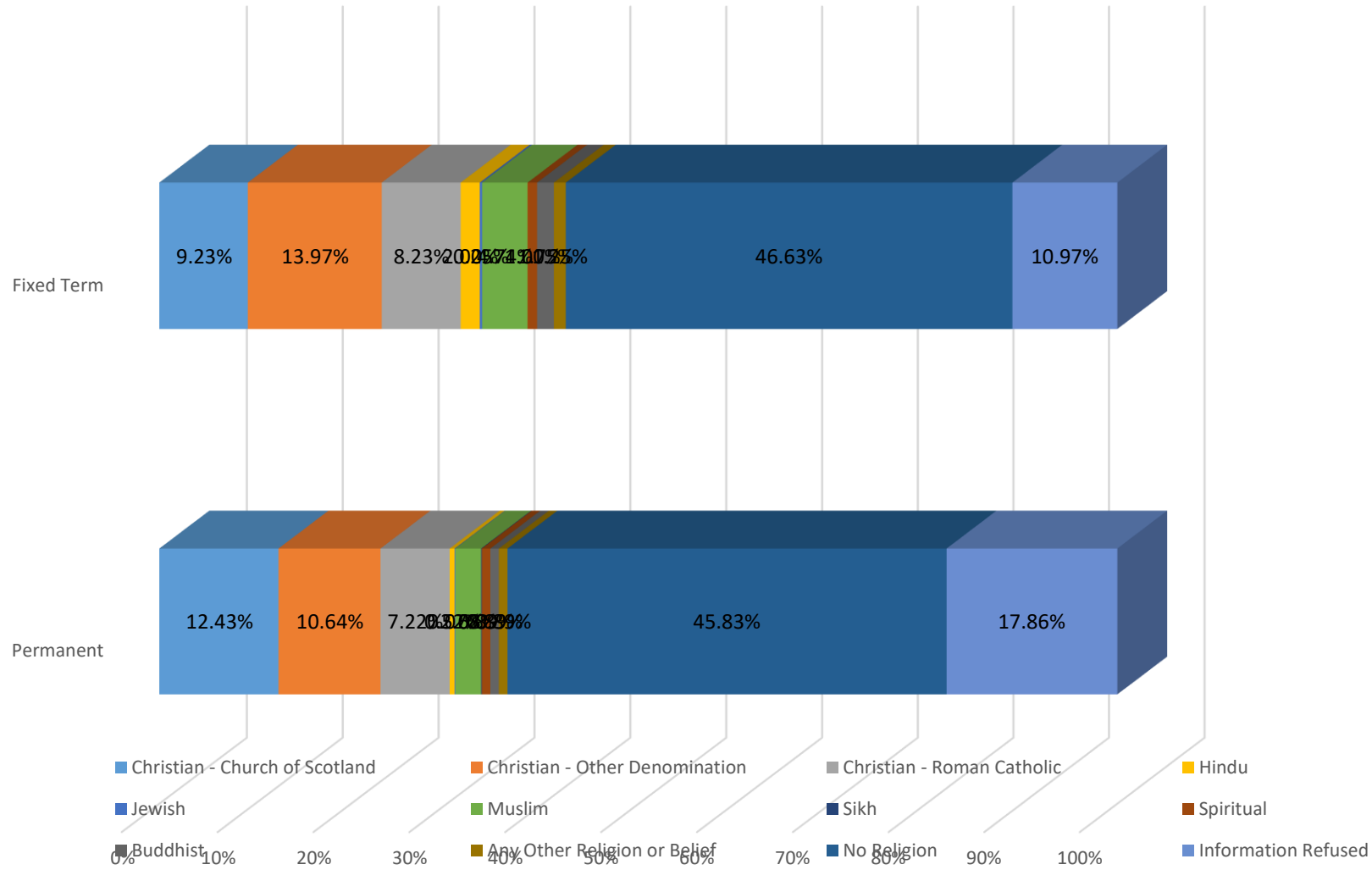
	Permanent	Fixed Term	Total
Christian - Church of Scotland	167	37	204
Christian - Other Denomination	143	56	199
Christian - Roman Catholic	97	33	130
Hindu	7	8	15
Jewish	1	1	2
Muslim	36	19	55
Sikh	1	0	1
Spiritual	12	4	16
Buddhist	12	7	19
Any Other Religion or Belief	12	5	17
No Religion	616	187	803
Information Refused	240	44	284
Total	1344	401	1745

Employee Composition by Religion and Contract Status (Headcount)



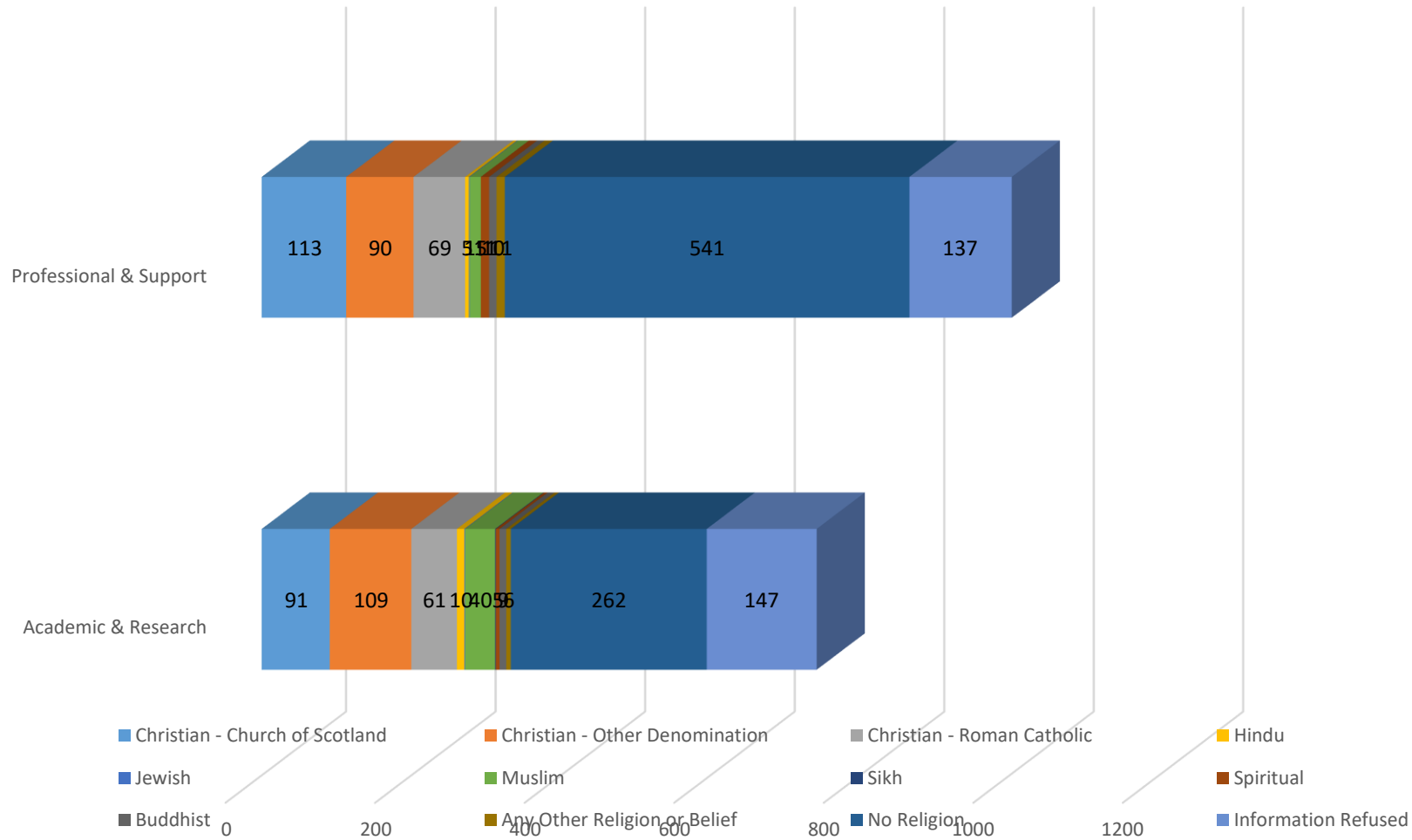
	Permanent	Fixed Term
Christian - Church of Scotland	12.43%	9.23%
Christian - Other Denomination	10.64%	13.97%
Christian - Roman Catholic	7.22%	8.23%
Hindu	0.52%	2.00%
Jewish	0.07%	0.25%
Muslim	2.68%	4.74%
Sikh	0.07%	0.00%
Spiritual	0.89%	1.00%
Buddhist	0.89%	1.75%
Any Other Religion or Belief	0.89%	1.25%
No Religion	45.83%	46.63%
Information Refused	17.86%	10.97%
Total	100%	100%

Employee Composition by Religion and Contract Status (%)



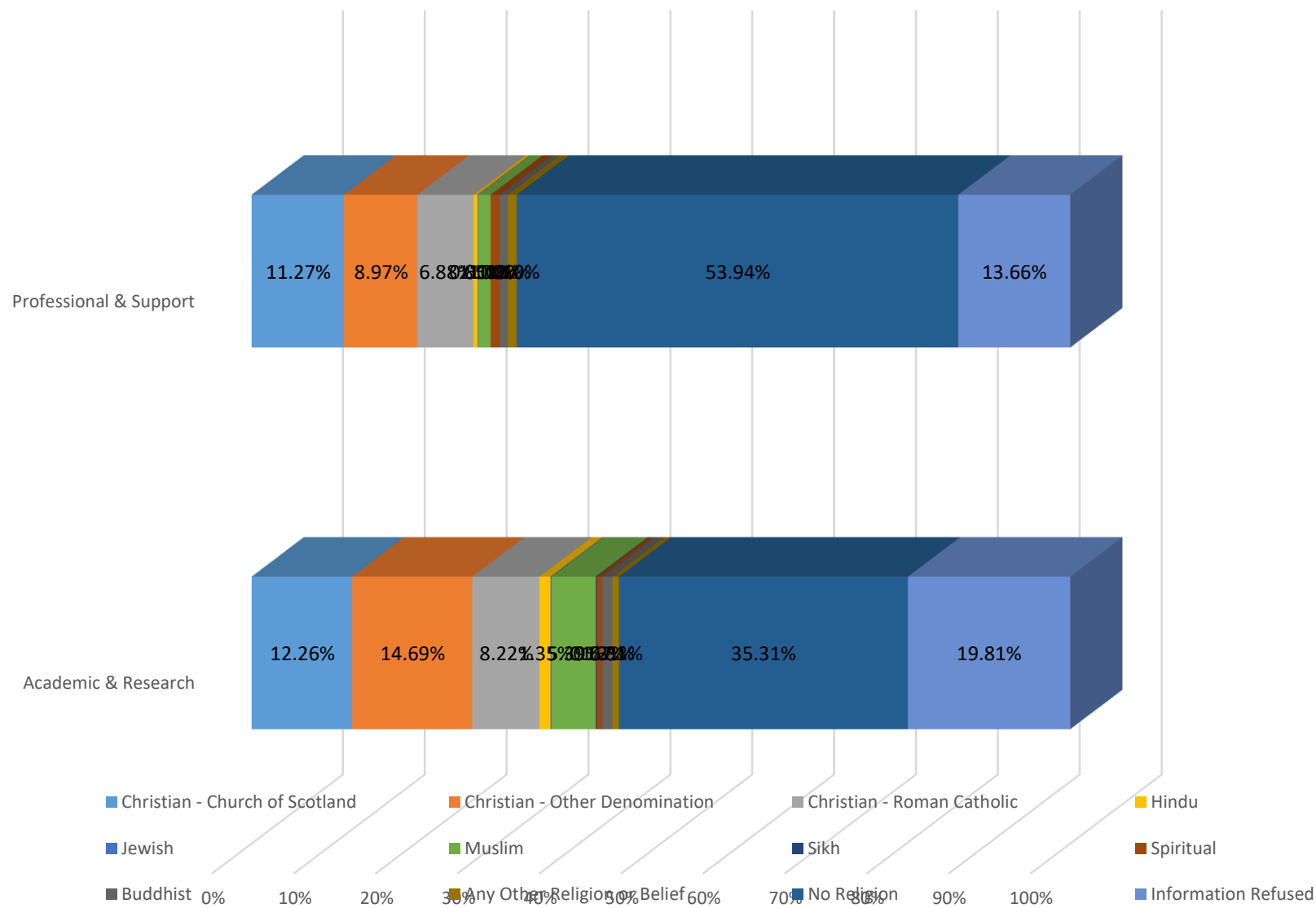
	Academic & Research	Professional & Support	Total
Christian - Church of Scotland	91	113	204
Christian - Other Denomination	109	90	199
Christian - Roman Catholic	61	69	130
Hindu	10	5	15
Jewish	1	1	2
Muslim	40	15	55
Sikh	1	0	1
Spiritual	5	11	16
Buddhist	9	10	19
Any Other Religion or Belief	6	11	17
No Religion	262	541	803
Information Refused	147	137	284
Total	742	1003	1745

Employee Composition by Religion and Role (Headcount)



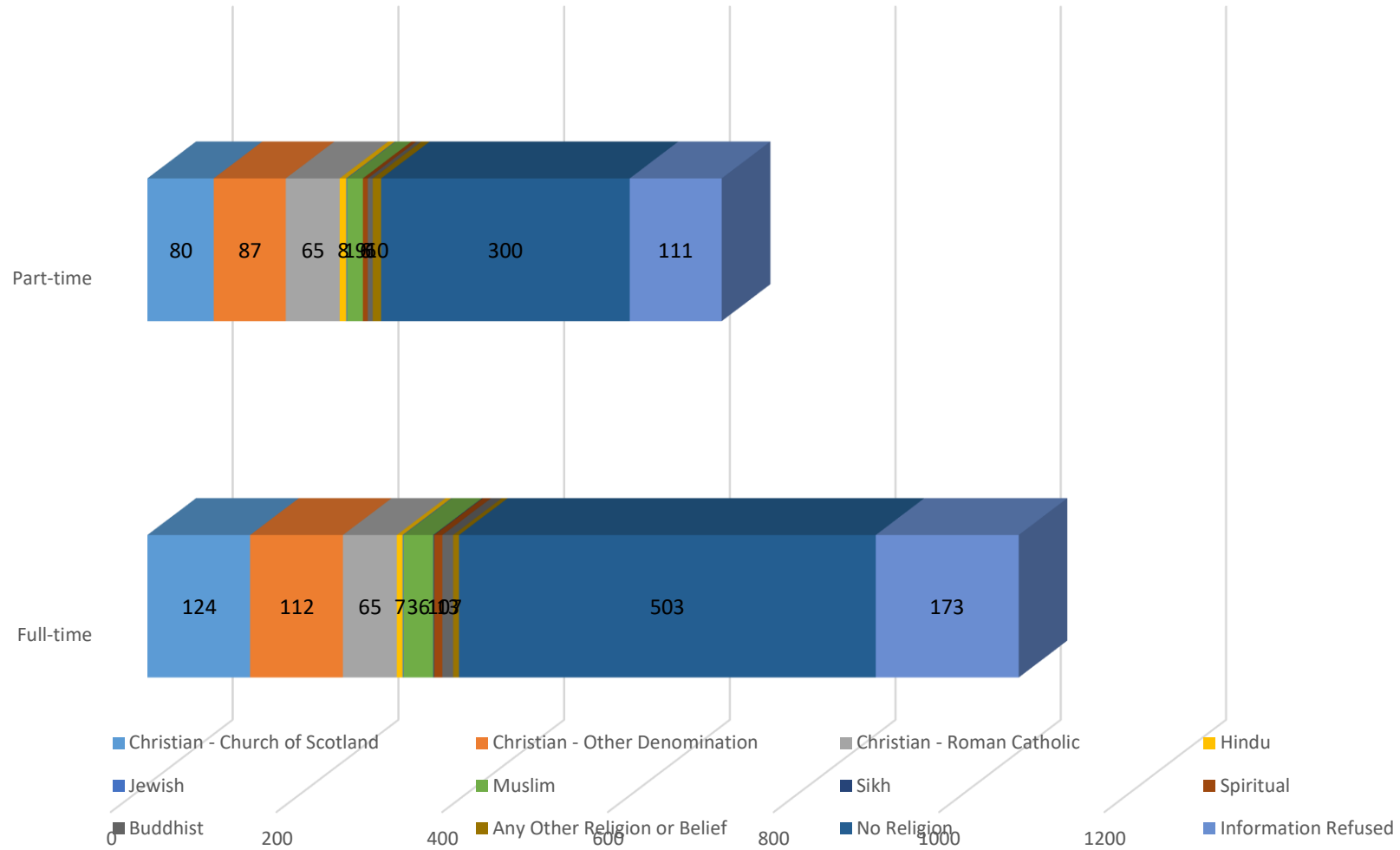
	Academic & Research	Professional & Support
Christian - Church of Scotland	12.26%	11.27%
Christian - Other Denomination	14.69%	8.97%
Christian - Roman Catholic	8.22%	6.88%
Hindu	1.35%	0.50%
Jewish	0.13%	0.10%
Muslim	5.39%	1.50%
Sikh	0.13%	0.00%
Spiritual	0.67%	1.10%
Buddhist	1.21%	1.00%
Any Other Religion or Belief	0.81%	1.10%
No Religion	35.31%	53.94%
Information Refused	19.81%	13.66%
Total	100%	100%

Employee Composition by Religion and Role (%)



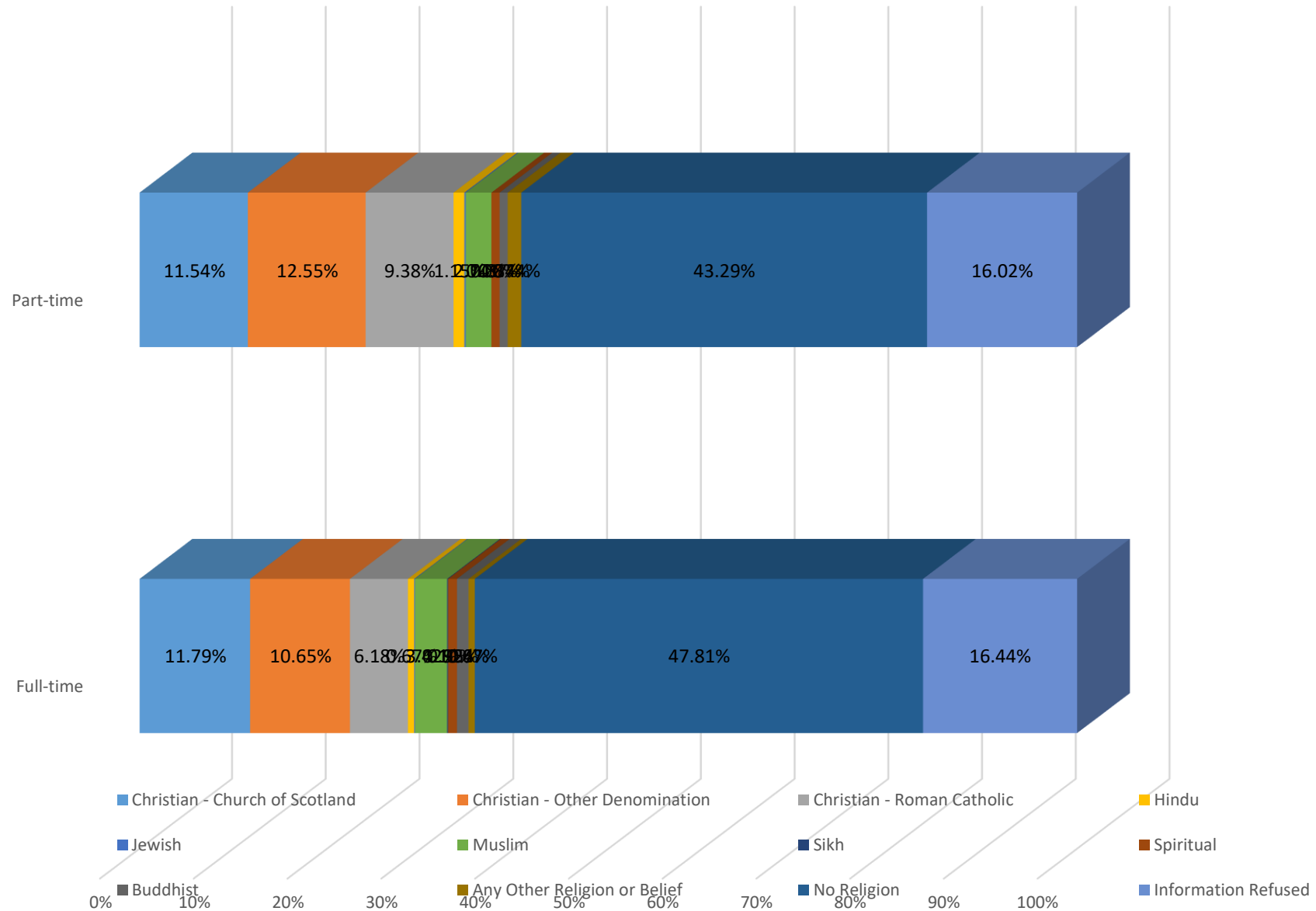
	Full-time	Part-time	Total
Christian - Church of Scotland	124	80	204
Christian - Other Denomination	112	87	199
Christian - Roman Catholic	65	65	130
Hindu	7	8	15
Jewish	1	1	2
Muslim	36	19	55
Sikh	1	0	1
Spiritual	10	6	16
Buddhist	13	6	19
Any Other Religion or Belief	7	10	17
No Religion	503	300	803
Information Refused	173	111	284
Total	1052	693	1745

Employee Composition by Religion and Working Hours (Headcount)



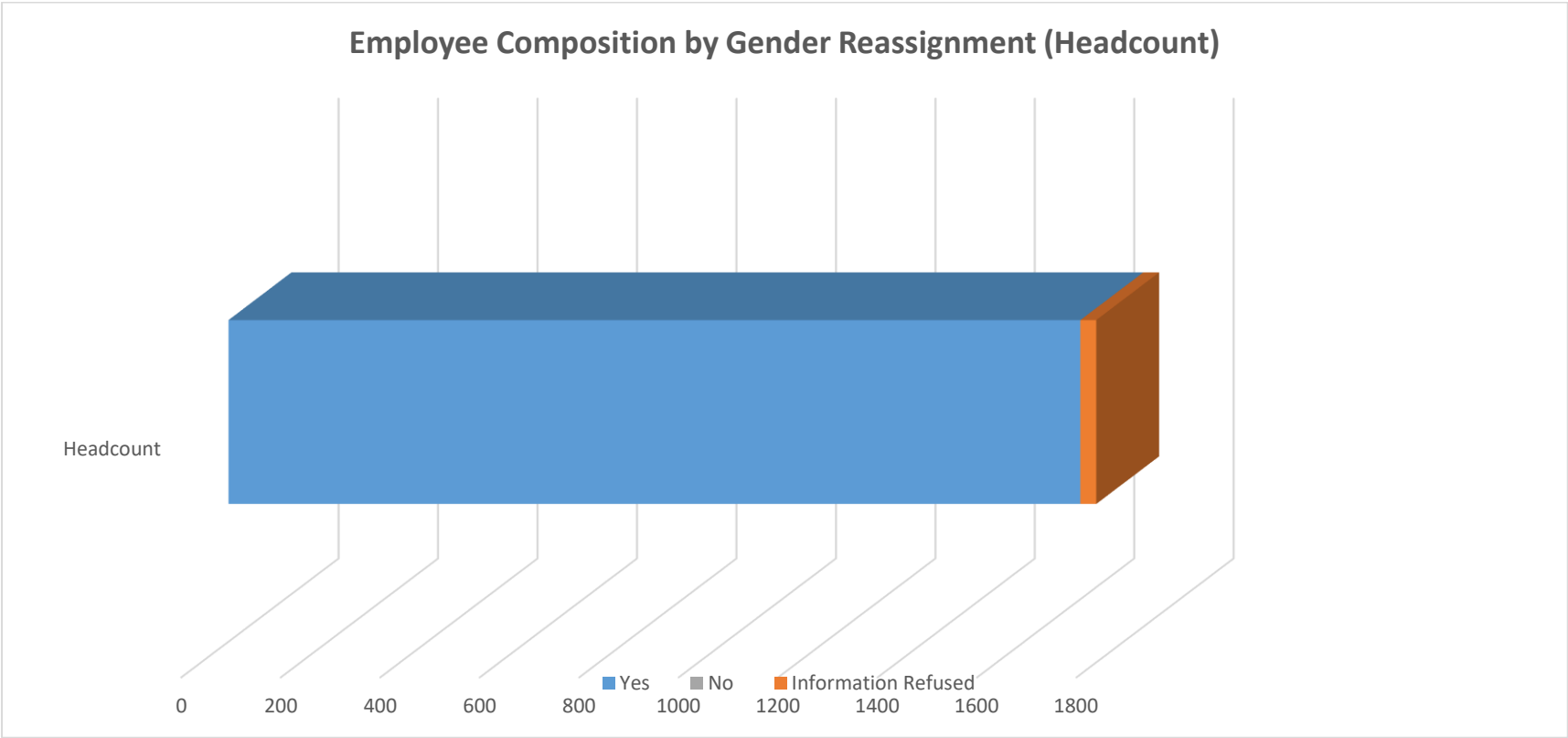
	Full-time	Part-time
Christian - Church of Scotland	11.79%	11.54%
Christian - Other Denomination	10.65%	12.55%
Christian - Roman Catholic	6.18%	9.38%
Hindu	0.67%	1.15%
Jewish	0.10%	0.14%
Muslim	3.42%	2.74%
Sikh	0.10%	0.00%
Spiritual	0.95%	0.87%
Buddhist	1.24%	0.87%
Any Other Religion or Belief	0.67%	1.44%
No Religion	47.81%	43.29%
Information Refused	16.44%	16.02%
Total	100%	100%

Employee Composition by Religion and Working Hours (%)

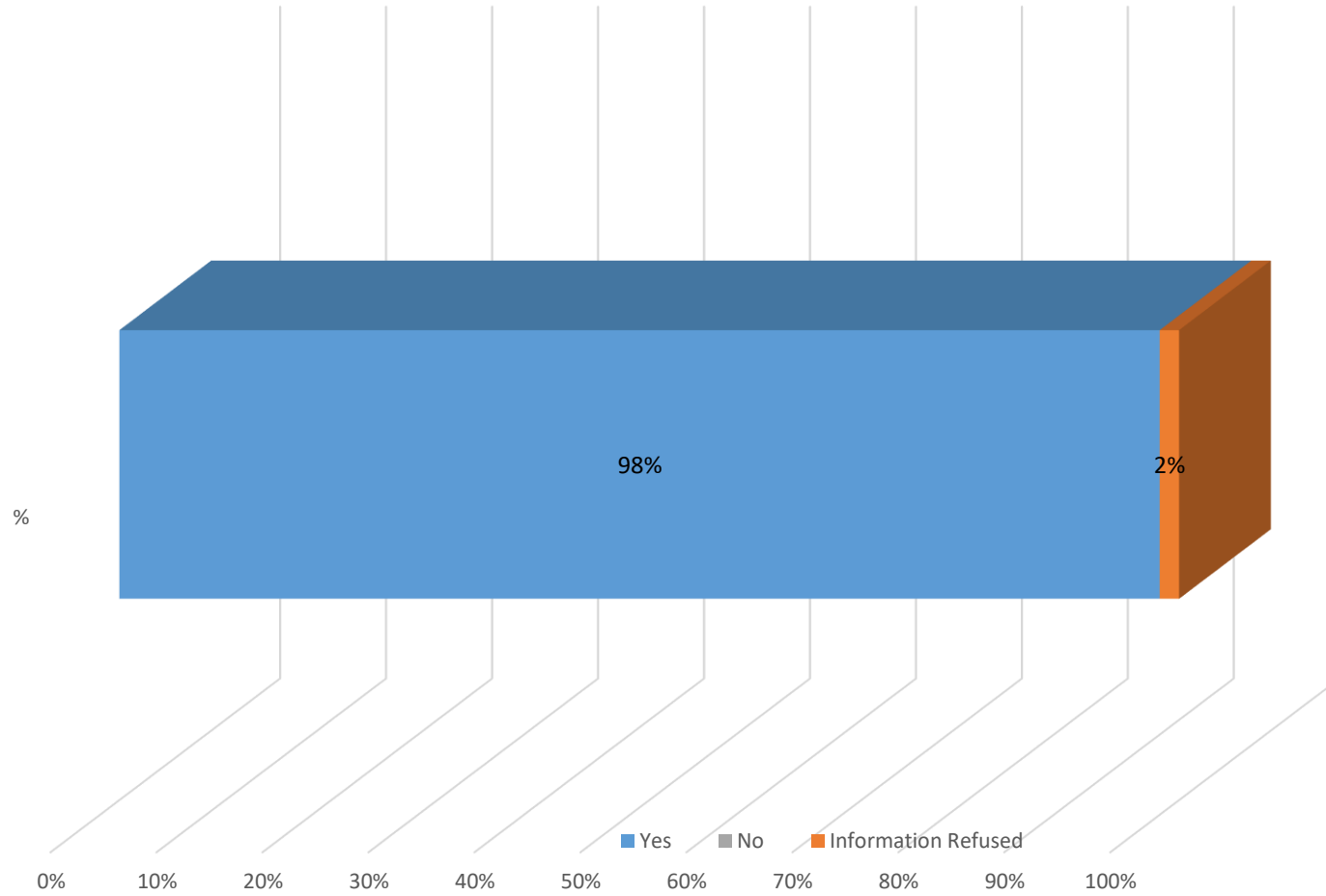


Employee Composition by Gender Reassignment

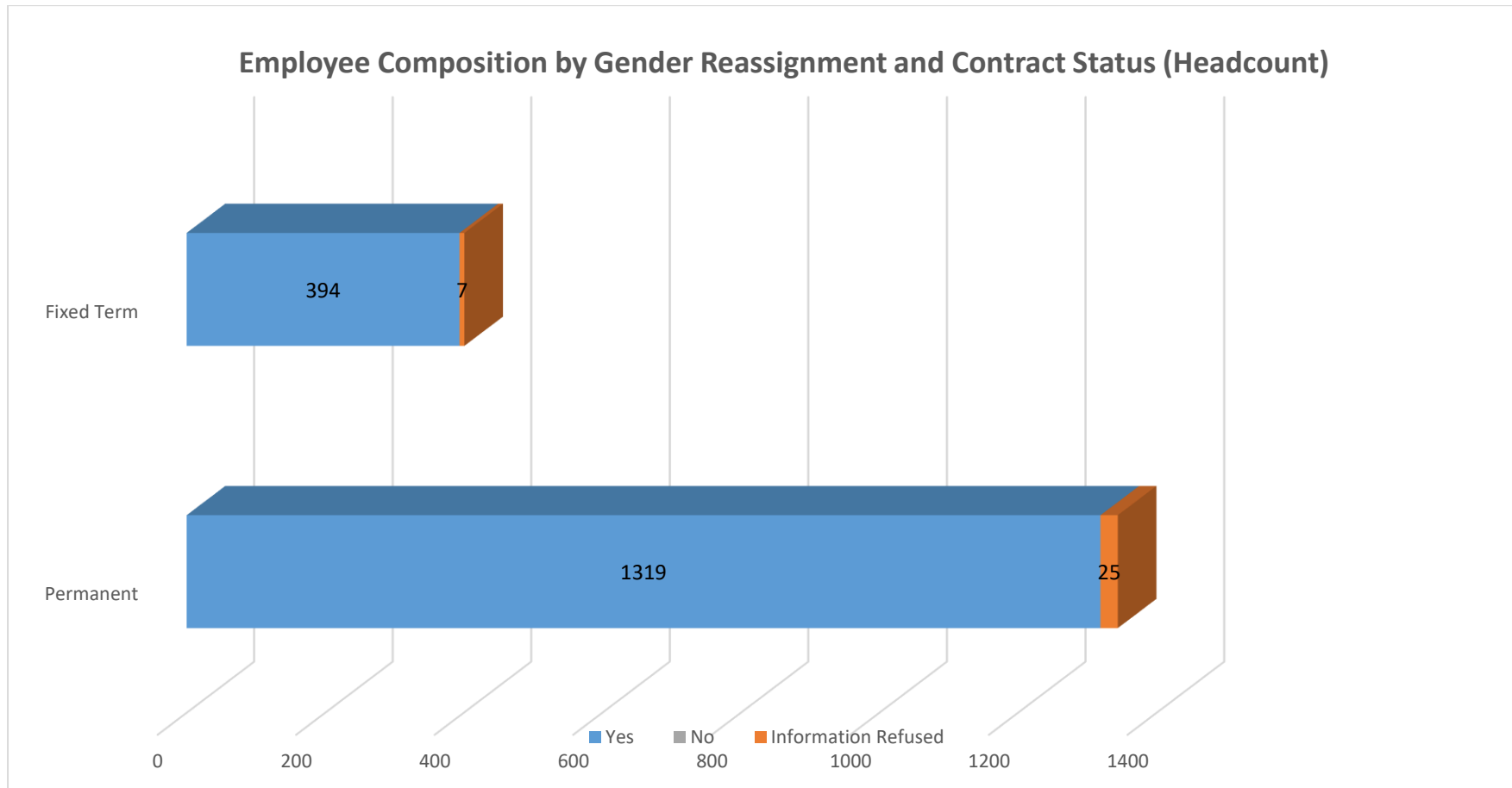
Does your gender identity match your sex as registered at birth?	Headcount	%
Yes	1713	98%
No	0	0%
Information Refused	32	2%
Total	1745	100%



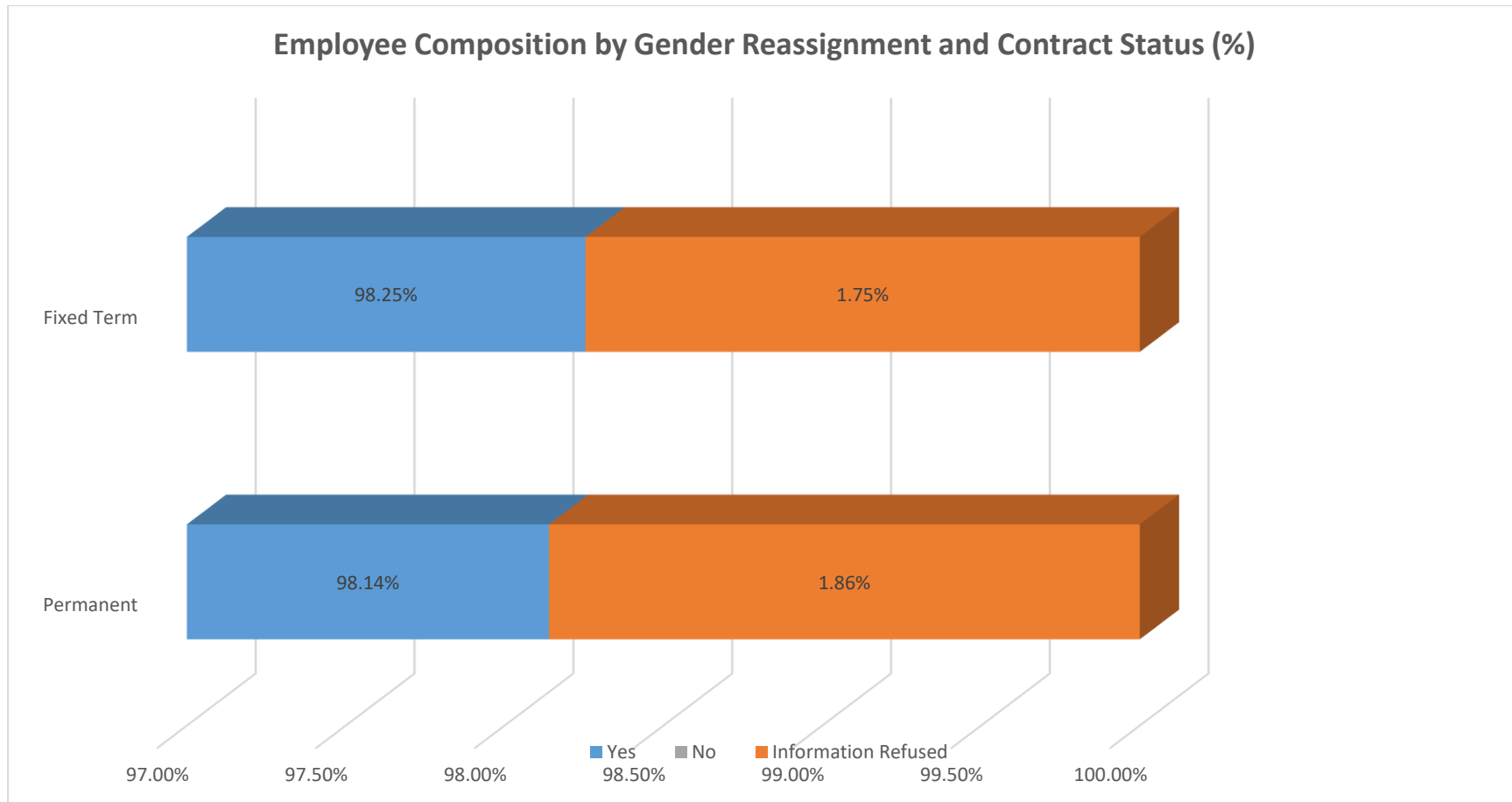
Employee Composition by Gender Reassignment (%)



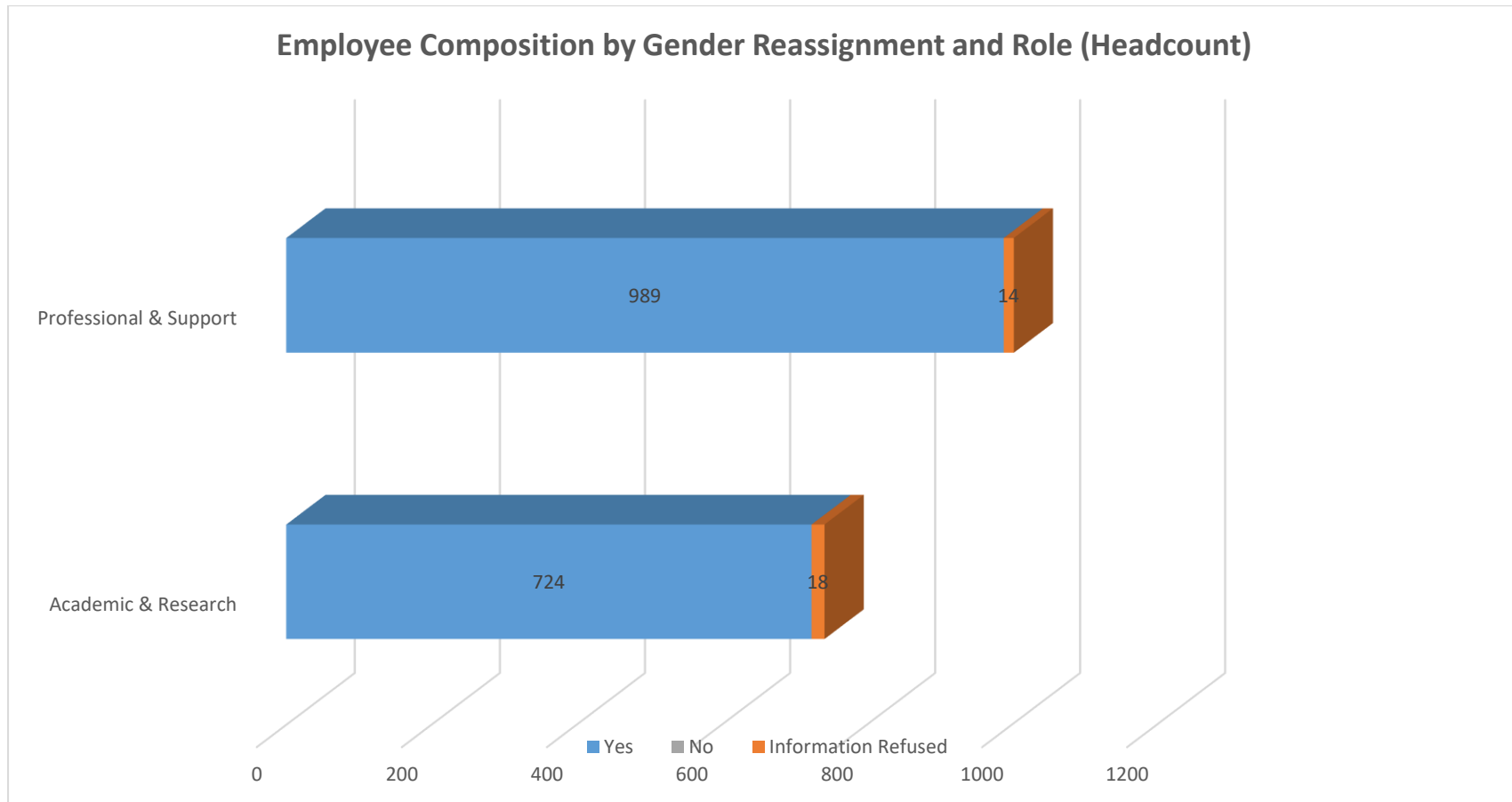
Does your gender identity match your sex as registered at birth?	Permanent	Fixed Term	Total
Yes	1319	394	1713
No	0	0	0
Information Refused	25	7	32
Total	1344	401	1745



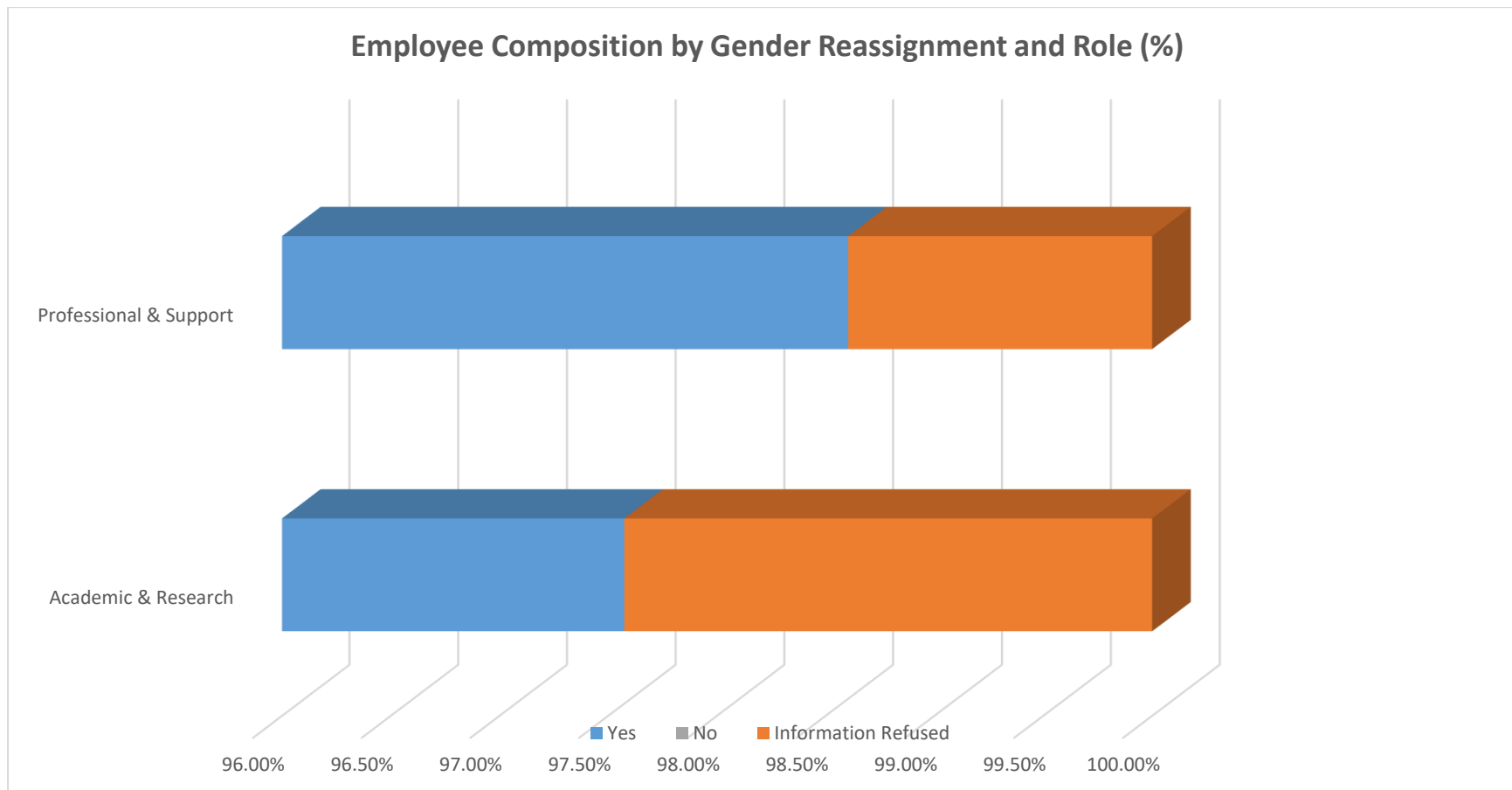
Does your gender identity match your sex as registered at birth?	Permanent	Fixed Term
Yes	98.14%	98.25%
No	0.00%	0.00%
Information Refused	1.86%	1.75%
Total	100%	100%



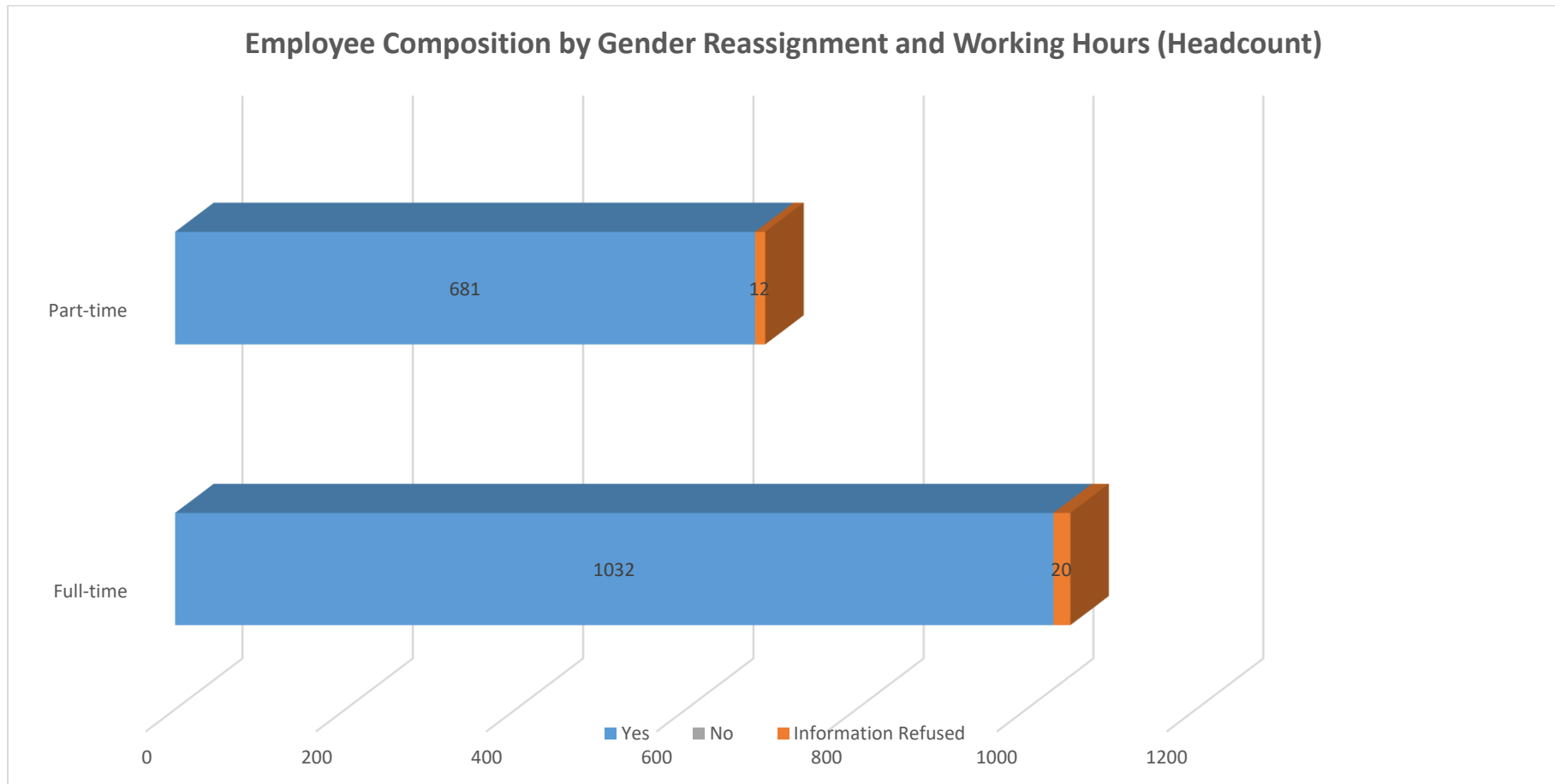
Does your gender identity match your sex as registered at birth?	Academic & Research	Professional & Support	Total
Yes	724	989	1713
No	0	0	0
Information Refused	18	14	32
Total	742	1003	1745



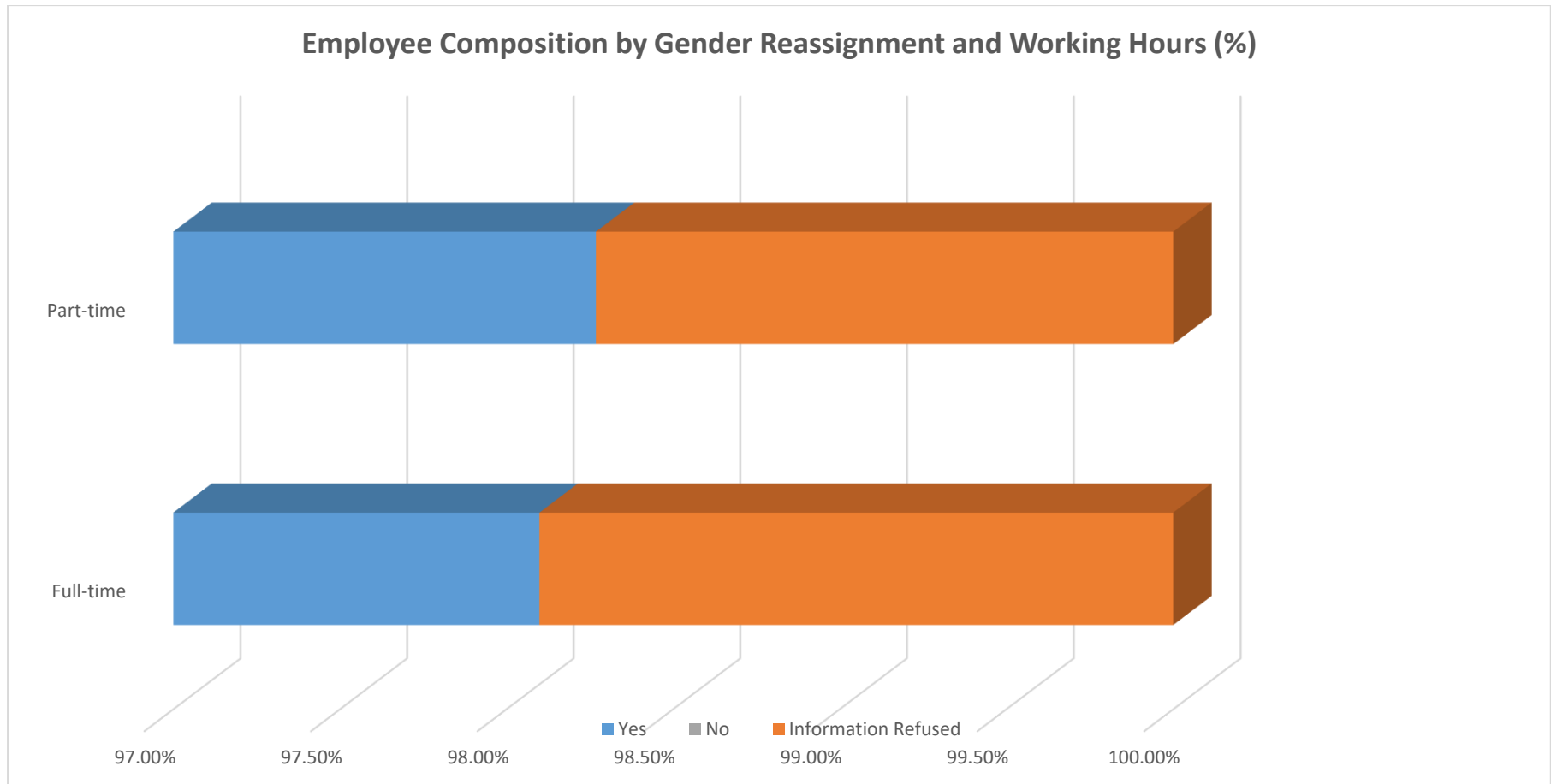
Does your gender identity match your sex as registered at birth?	Academic & Research	Professional & Support
Yes	97.57%	98.60%
No	0.00%	0.00%
Information Refused	2.43%	1.40%
Total	100%	100%



Does your gender identity match your sex as registered at birth?	Full-time	Part-time	Total
Yes	1032	681	1713
No	0	0	0
Information Refused	20	12	32
Total	1052	693	1745



Does your gender identity match your sex as registered at birth?	Full-time	Part-time
Yes	98.10%	98.27%
No	0.00%	0.00%
Information Refused	1.90%	1.73%
Total	100%	100%



Maternity/Adoption Leave Taken (01/01/21 to 31/12/22)		
	Academic & Research	Professional & Support
Number of Maternity/Adoption Leave taken	21	26
Number returning to work following Maternity/Adoption Leave	10	16
Number who returned to the same role	10	16
There are currently 19 members of staff who are still currently on maternity/adoption leave therefore it is not possible to determine if they will return to work following their period of leave.		

Flexible Working Applications and Success Rates (01/01/21 to 31/12/22)				
	Academic & Research		Professional & Support	
	Female	Male	Female	Male
Number of Applications Received	5	2	27	9
Number of Successful Applications	5	1	26	9

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Flexible Working Applications and Success Rates by Working Hours (01/01/21 to 31/12/22)				
	Full-time Employees		Part-time Employees	
	Female	Male	Female	Male
Number of Applications Received	18	9	14	2
Number of Successful Applications	18	9	13	1

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Flexible Working Applications and Success Rates by Disability (01/01/21 to 31/12/22)			
	Declared Disability	No Known Disability	Information Refused
Number of Applications Received	3	39	1
Number of Successful Applications	3	37	1

Flexible Working Applications and Success Rates by Ethnicity (01/01/21 to 31/12/22)			
	GEM	Non-GEM	Information Refused
Number of Applications Received	0	41	2
Number of Successful Applications	0	39	2

Flexible Working Applications and Success Rates by Age (01/01/21 to 31/12/22)						
	20 and under	21-30	31-40	41-50	51-60	60+
Number of Applications Received	0	3	21	10	6	3
Number of Successful Applications	0	3	21	10	4	3

Shared Parental Leave Taken by Gender (01/01/21 to 31/12/22)	
Female	0
Male	3

Employee's who Self-Select Leadership and Management Development Training Opportunities

Open Programmes (01/01/21 to 31/12/22)

	Headcount	%
Female	393	78.13%
Male	110	21.87%

Management & Leadership Development Programmes (01/01/21 to 31/12/22)

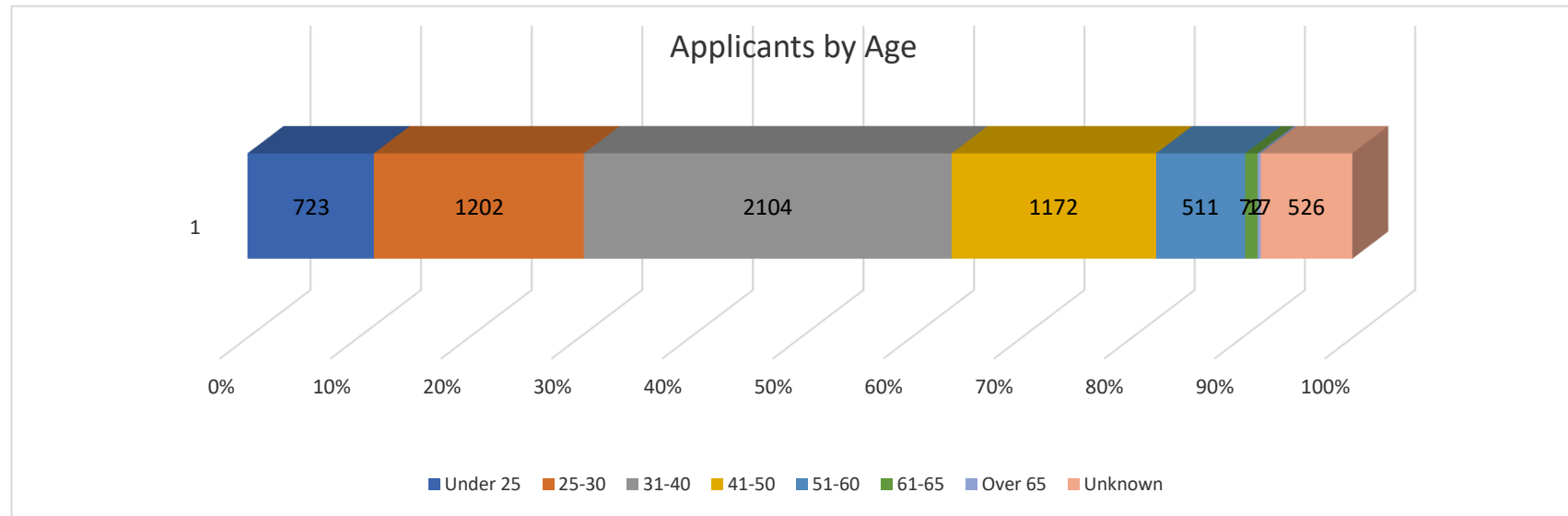
	Headcount	%
Female	68	60.18%
Male	45	39.82%

Employees Promoted (01/01/21 to 31/12/22)

	Headcount	%
Female	102	67.11%
Male	50	32.89%

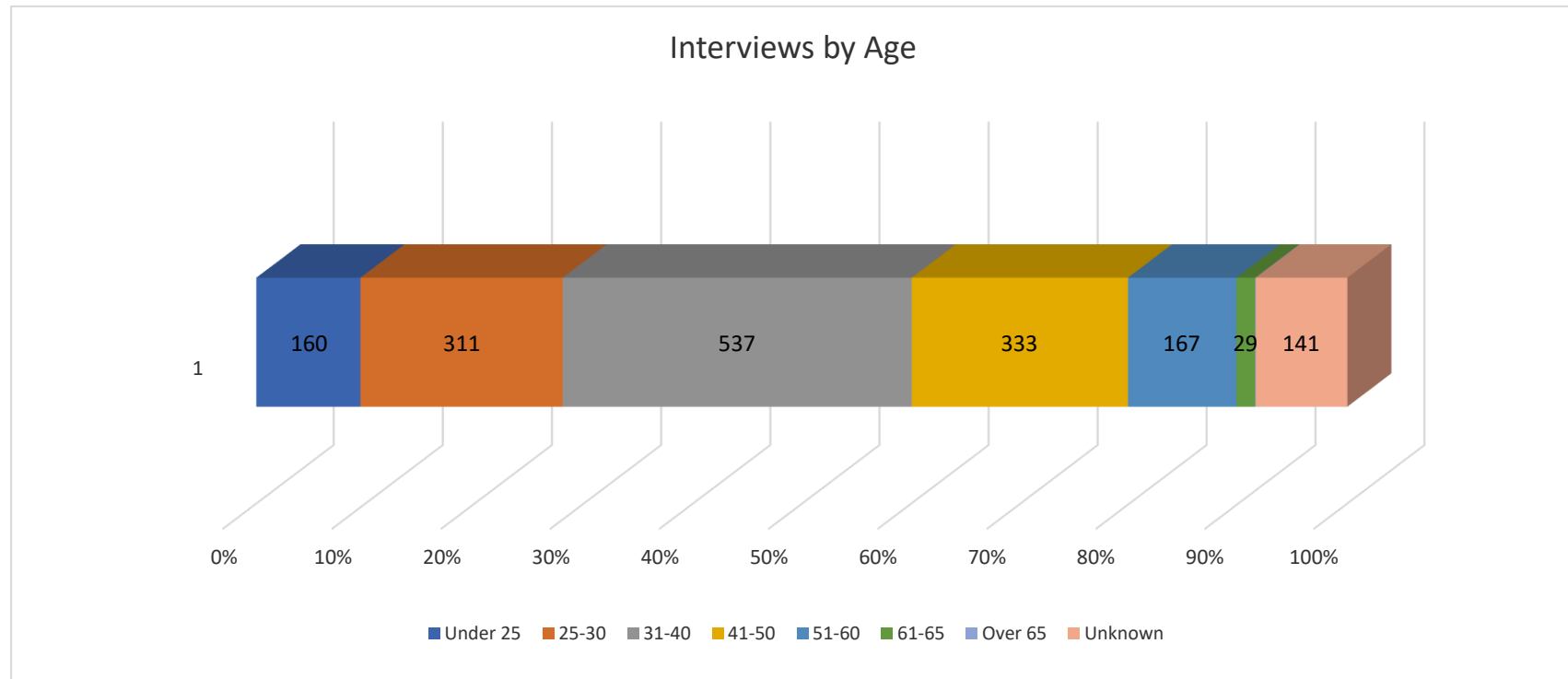
Recruitment Applications by Age

Age	Under 25	25-30	31-40	41-50	51-60	61-65	Over 65	Unknown	Total
Applicants	723	1202	2104	1172	511	72	17	526	6327
%	11.43%	19.00%	33.25%	18.52%	8.08%	1.14%	0.27%	8.31%	100.00%



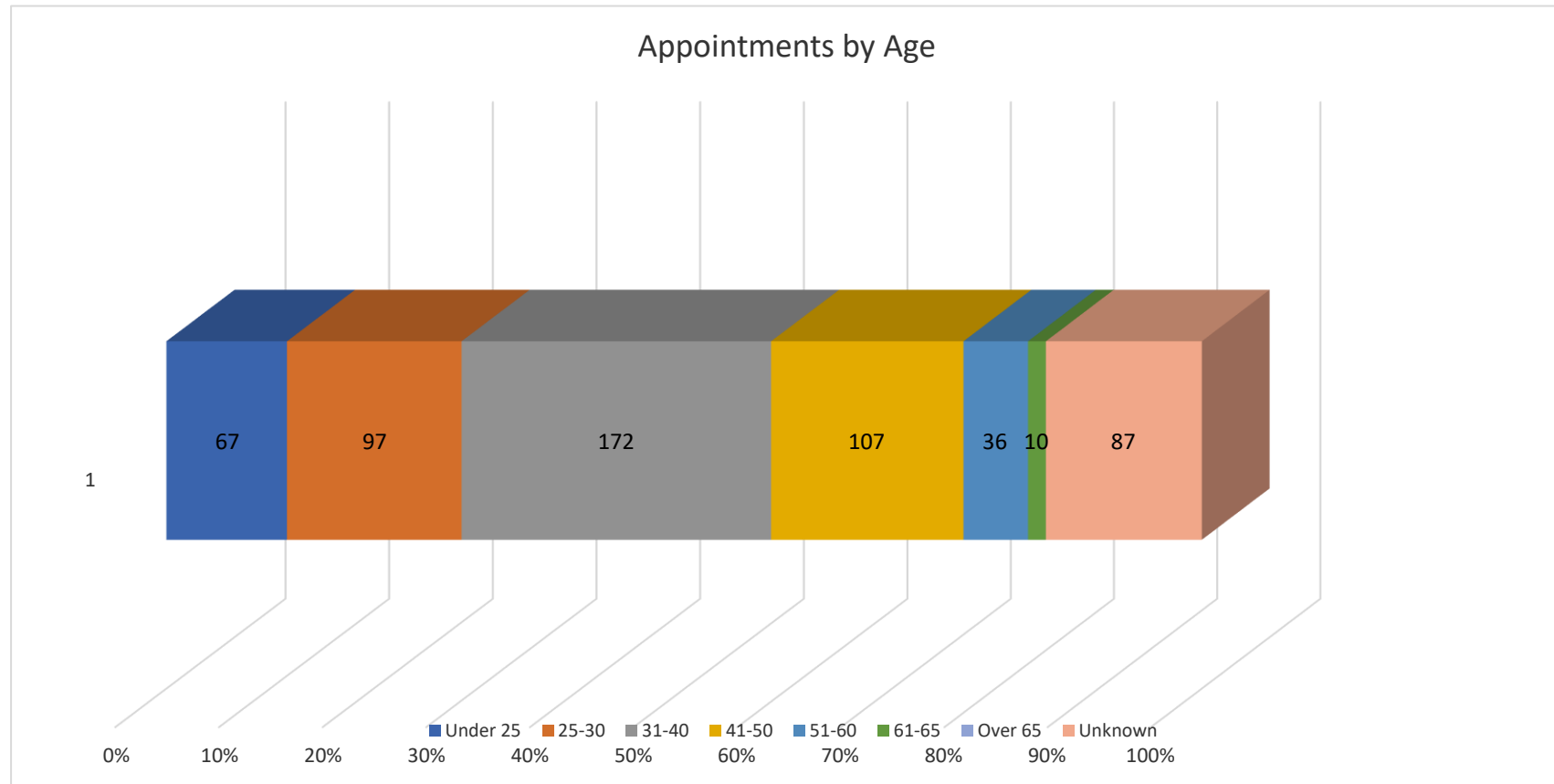
Interviews by Age

Age	Under 25	25-30	31-40	41-50	51-60	61-65	Over 65	Unknown	Total
Interviewed	160	311	537	333	167	29	1	141	1679
%	9.53%	18.52%	31.98%	19.83%	9.95%	1.73%	0.06%	8.40%	100.00%



Appointments by Age

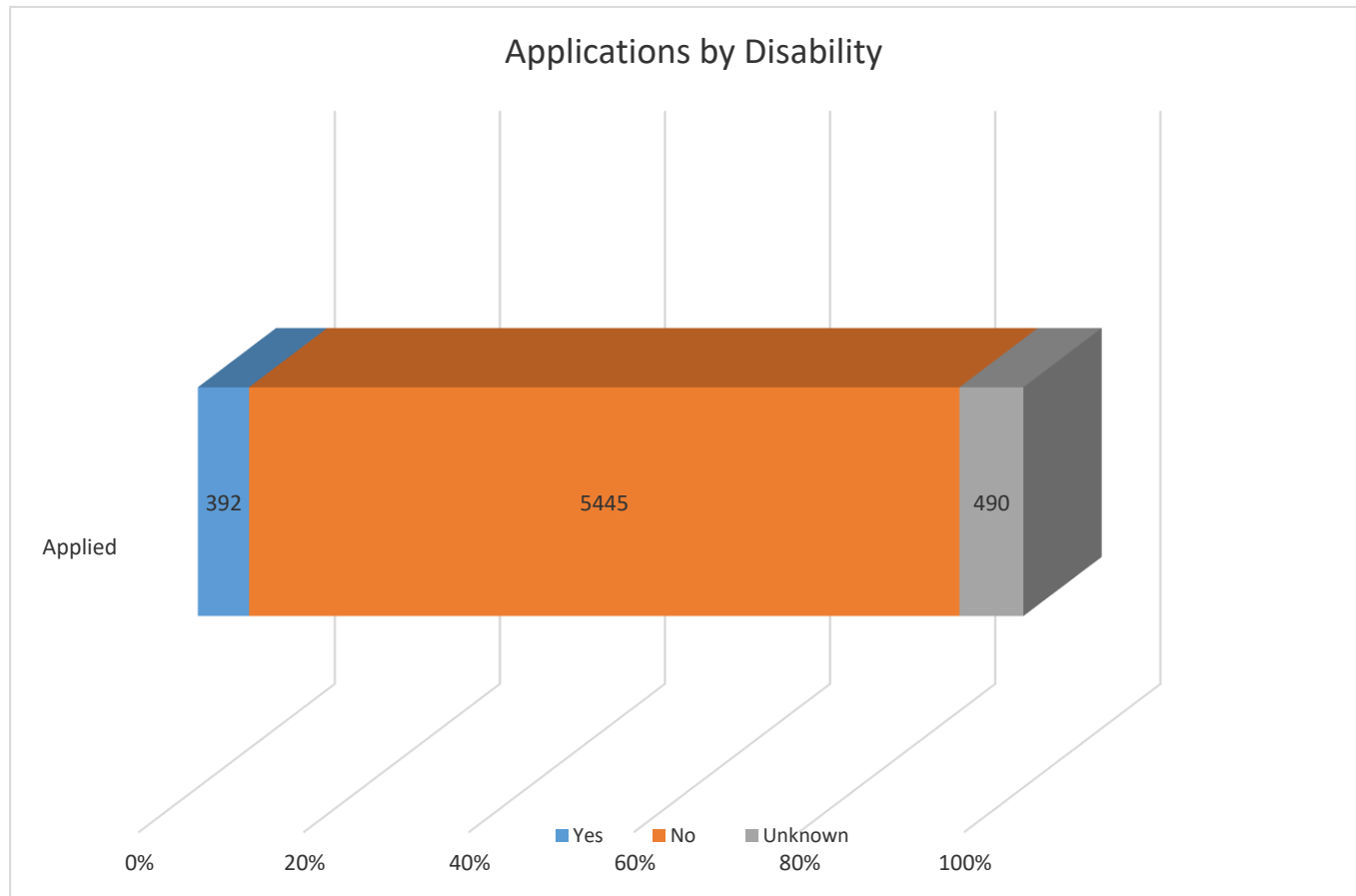
Age	Under 25	25-30	31-40	41-50	51-60	61-65	Over 65	Unknown	Total
Hired	67	97	172	107	36	10	0	87	576
%	11.63%	16.84%	29.86%	18.58%	6.25%	1.74%	0.00%	15.10%	100.00%



Disability

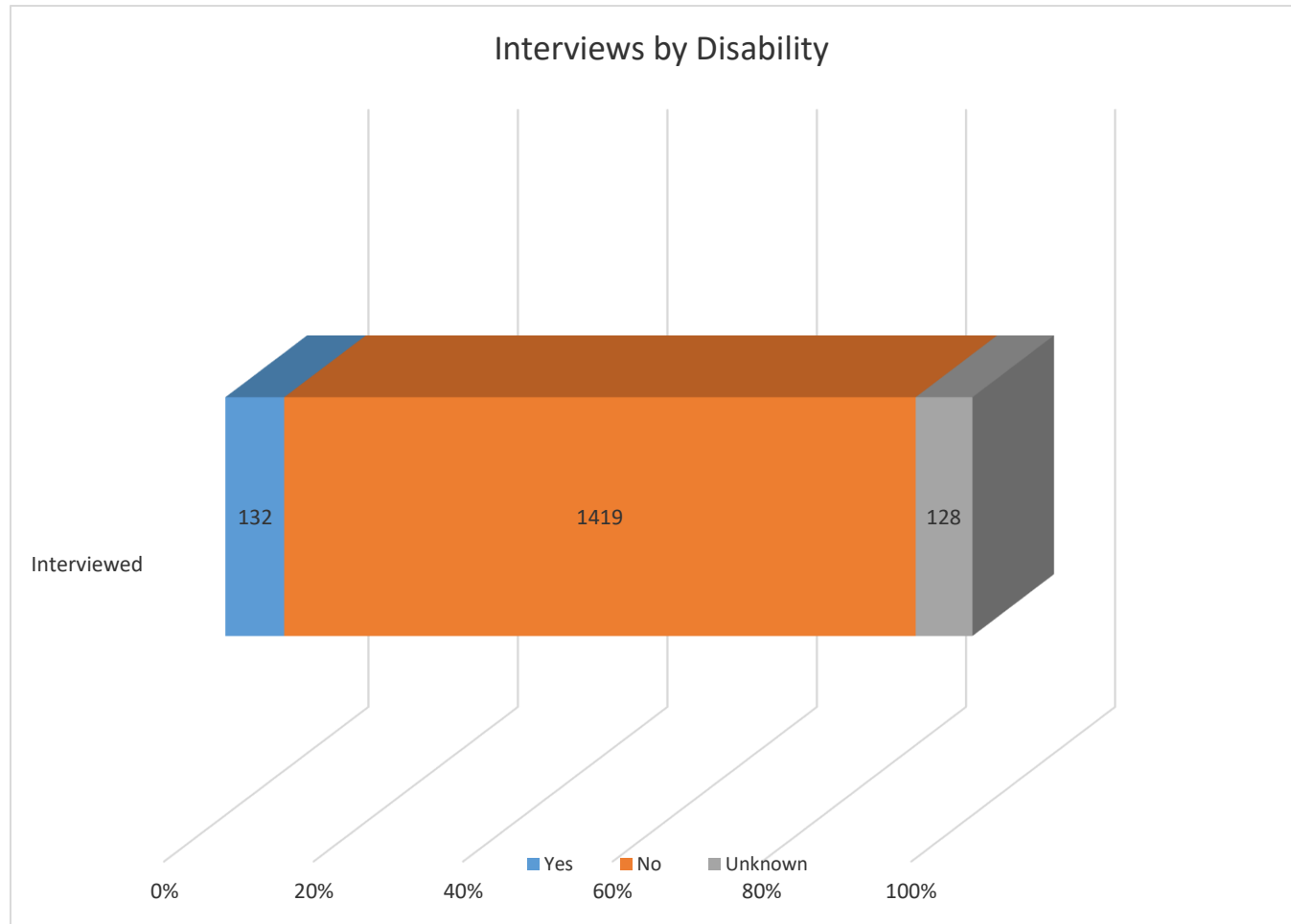
Applications by Disability

Disability	Yes	No	Unknown	Totals
Applied	392	5445	490	6327
%	6.20%	86.06%	7.74%	100.00%



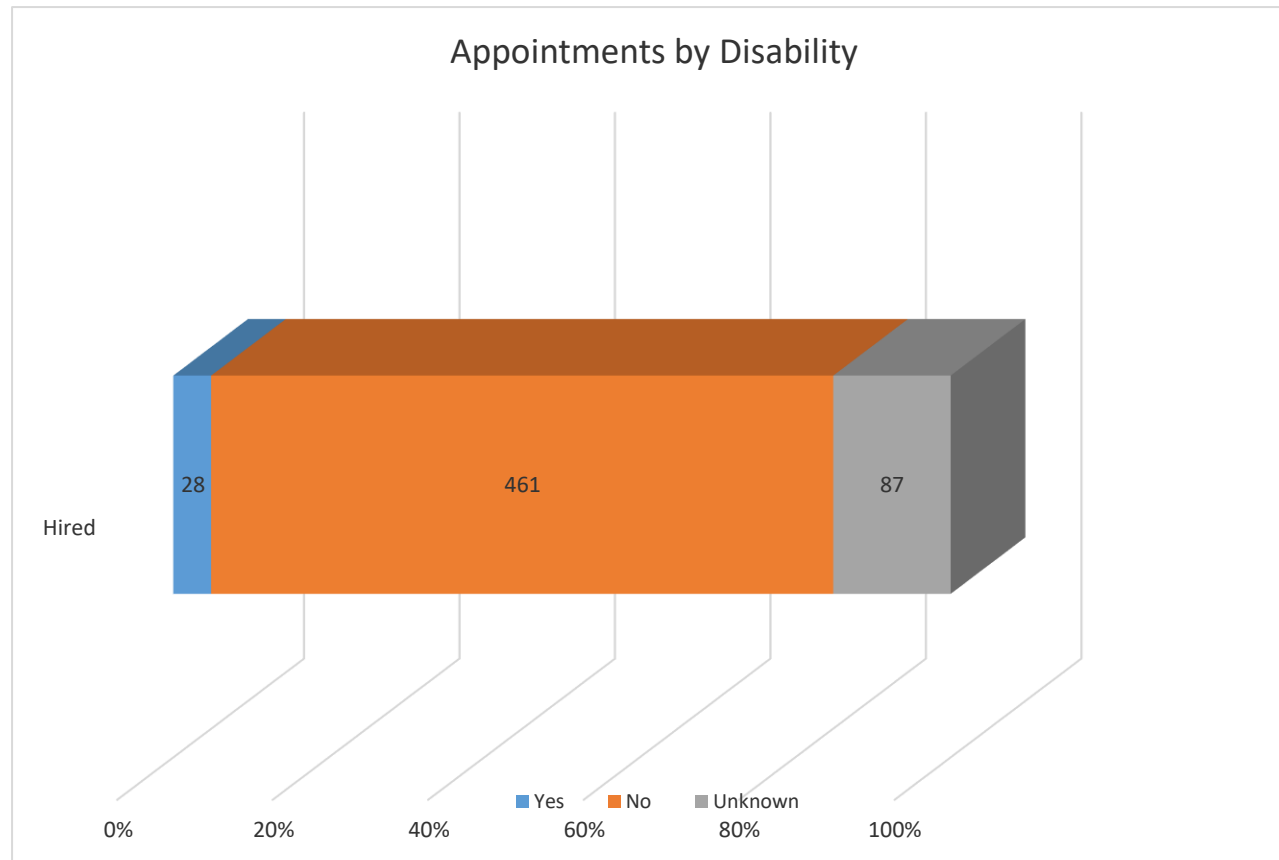
Interviews by Disability

Disability	Yes	No	Unknown	Totals
Interviewed	132	1419	128	1679
%	7.86%	84.51%	7.62%	100%



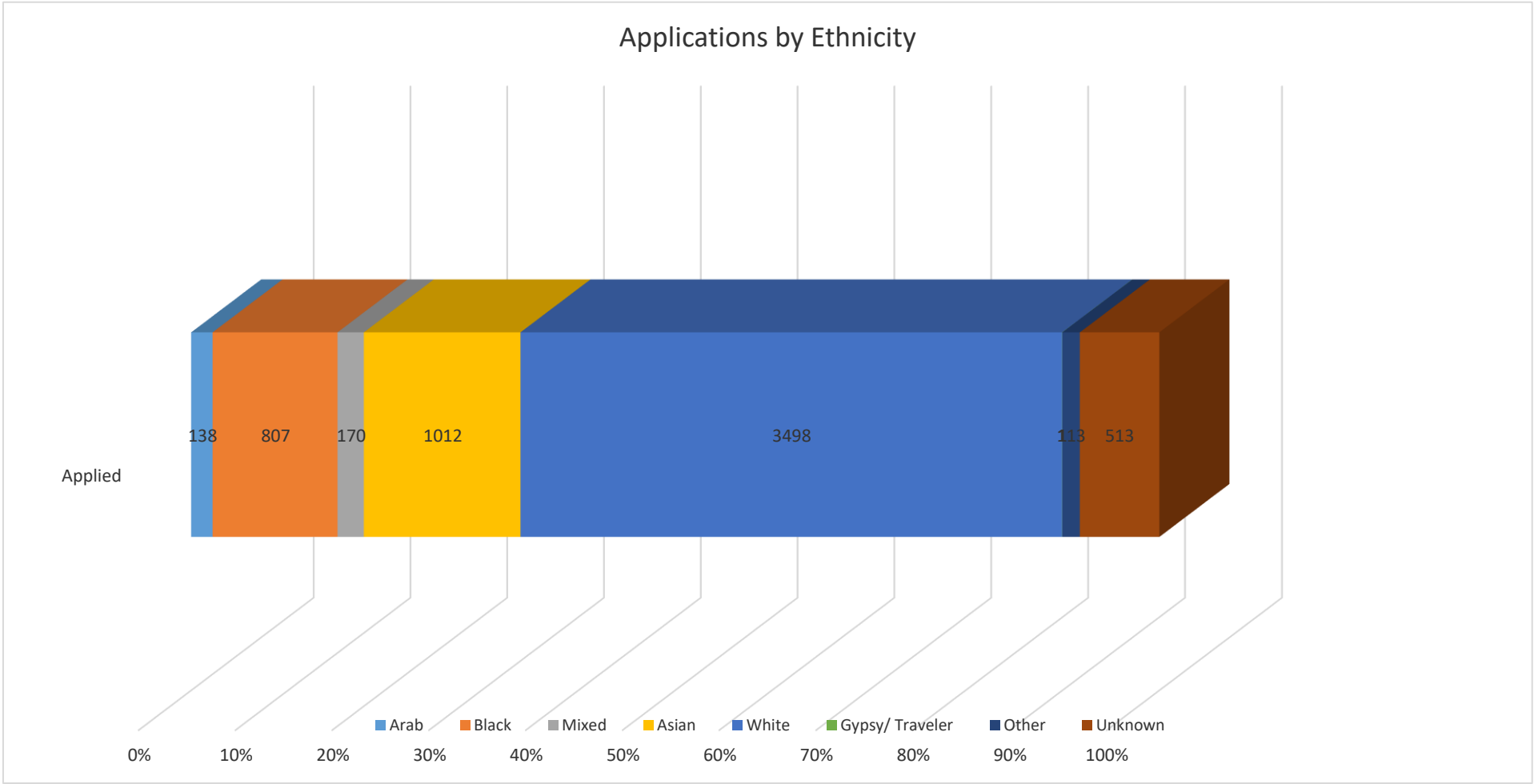
Appointments by Disability

Disability	Yes	No	Unknown	Totals
Hired	28	461	87	576
%	4.86%	80.03%	15.10%	100%



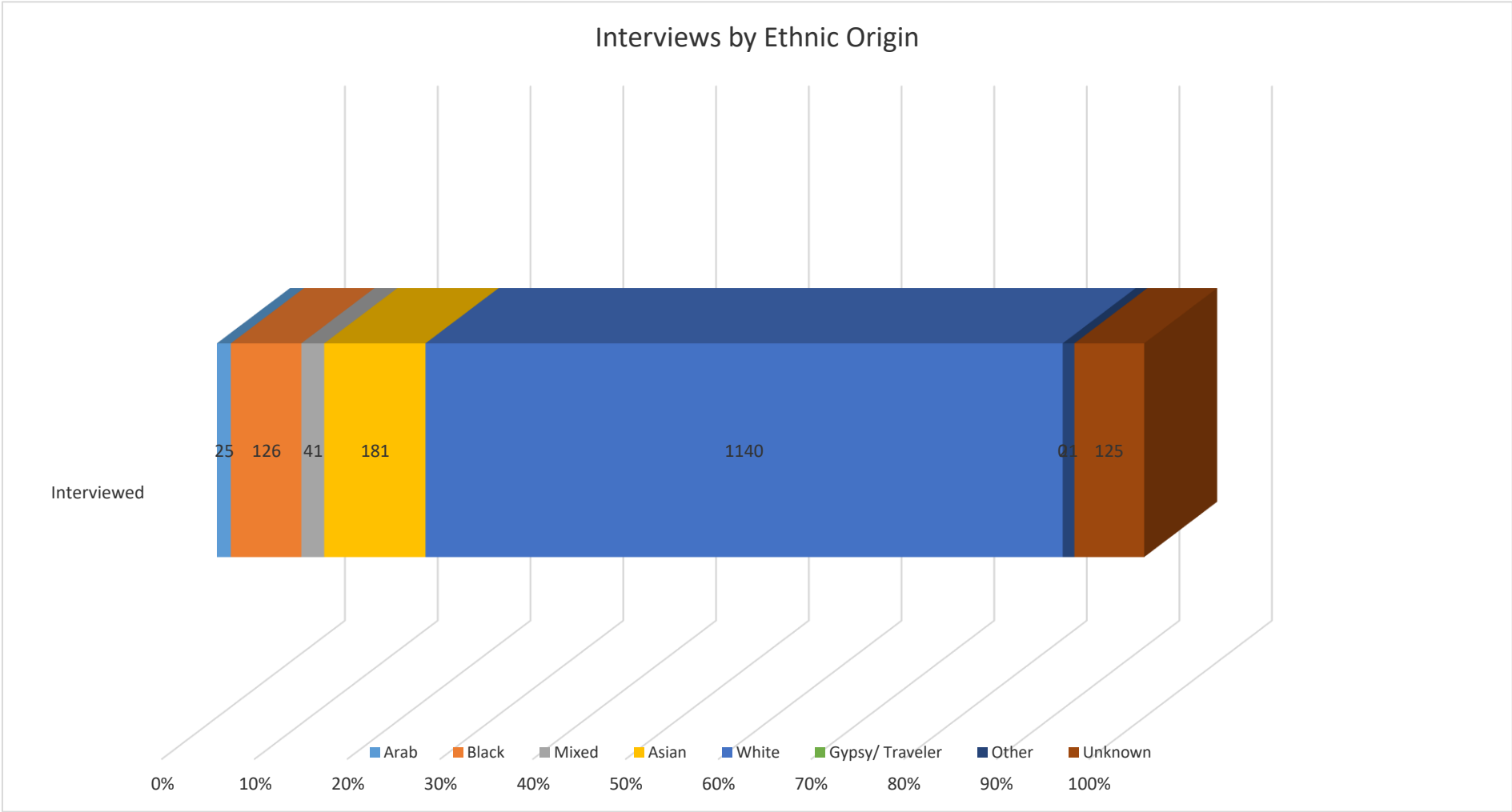
Ethnicity
Applications by Ethnicity

Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveler	Other	Unknown	Total
Applied	138	807	170	1012	3498	1	113	513	6252
%	2.21%	12.91%	2.72%	16.19%	55.95%	0.02%	1.81%	8.21%	100.00%



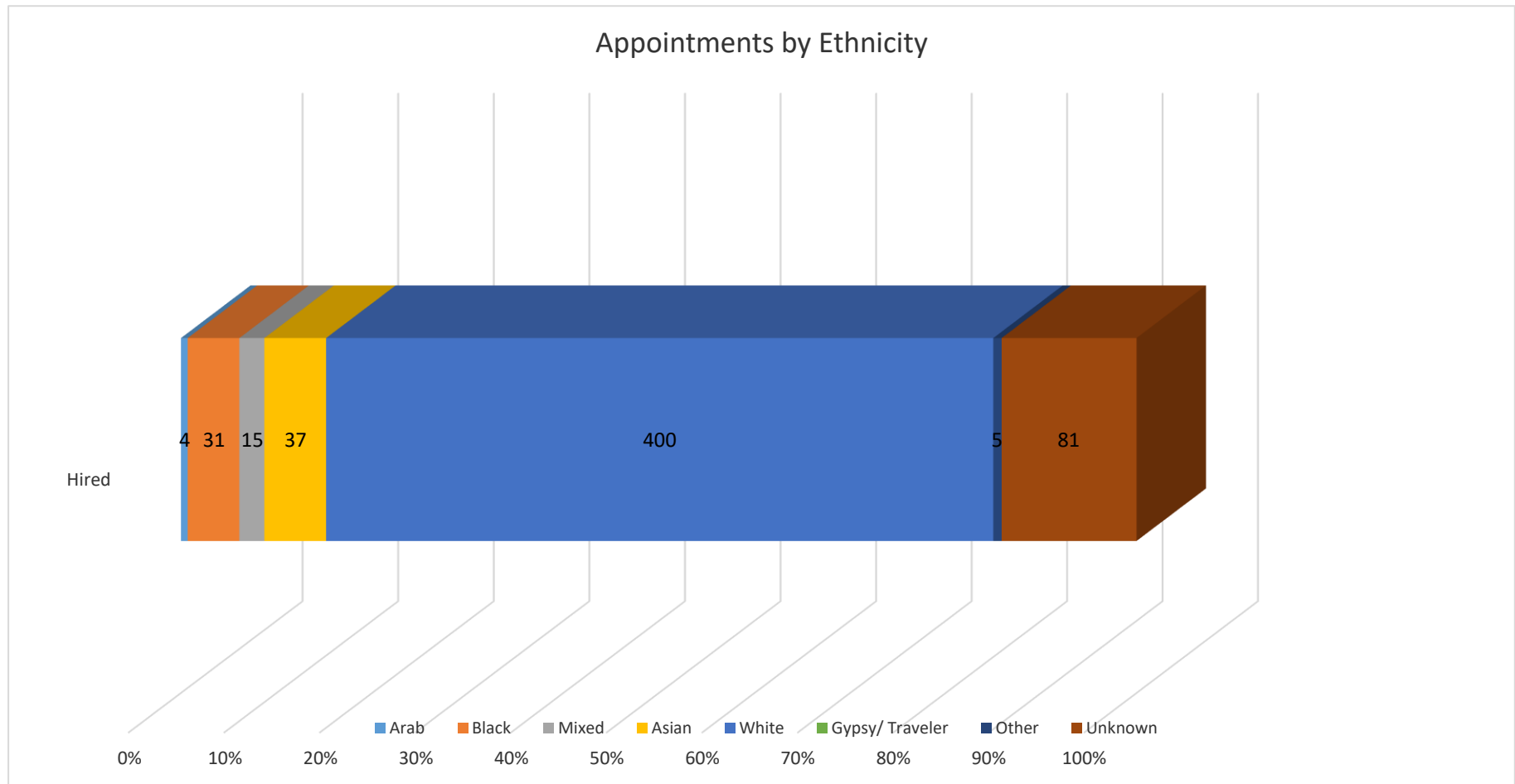
Interviews by Ethnicity

Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveler	Other	Unknown	Total
Interviewed	25	126	41	181	1140	0	21	125	1659
%	1.51%	7.59%	2.47%	10.91%	68.72%	0.00%	1.27%	7.53%	100.00%



Appointments by Ethnicity

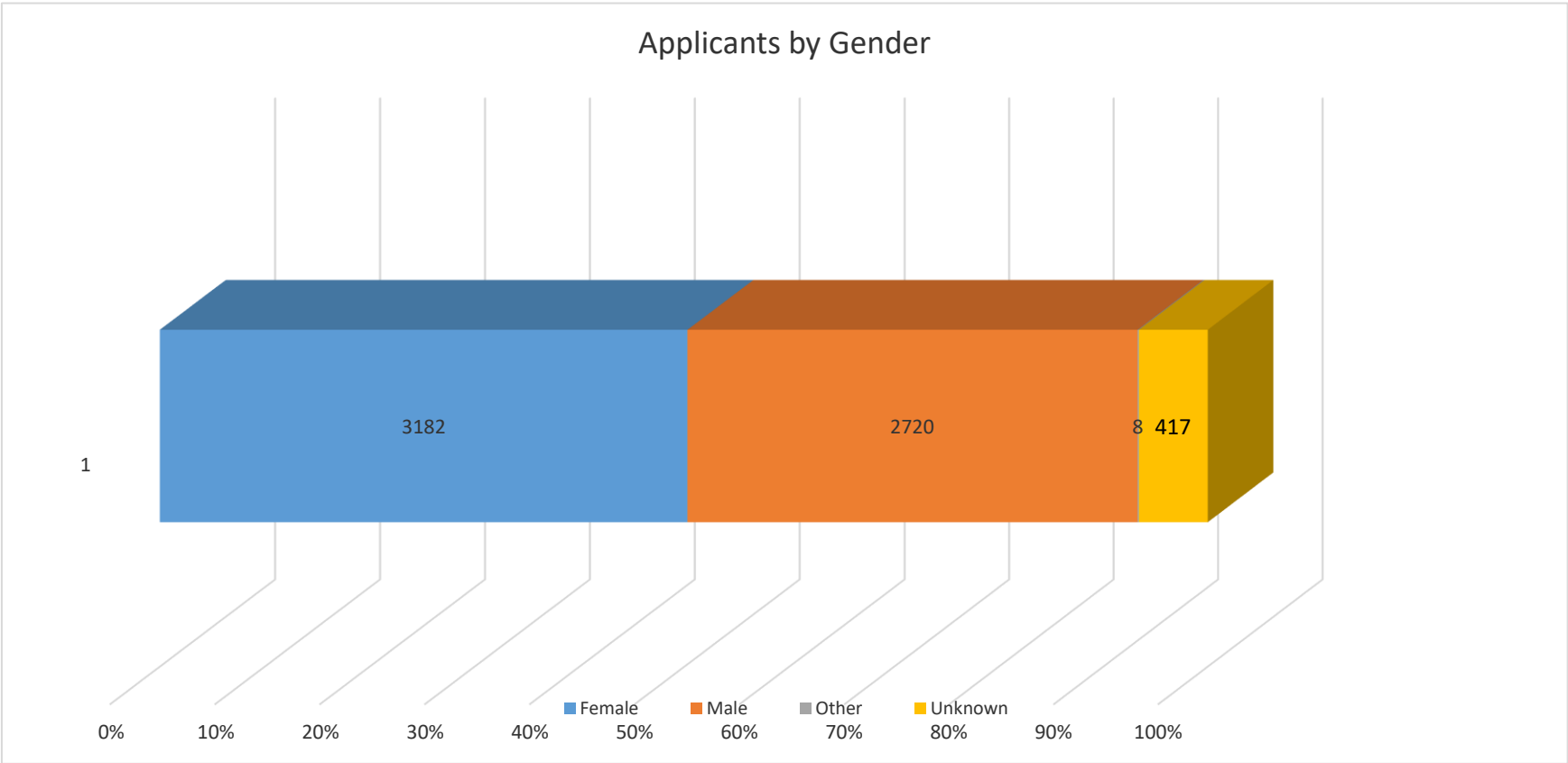
Ethnic Origin	Arab	Black	Mixed	Asian	White	Gypsy/ Traveler	Other	Unknown	Total
Hired	4	31	15	37	400	0	5	81	573
%	0.70%	5.41%	2.62%	6.46%	69.81%	0.00%	0.87%	14.14%	100.00%



Gender

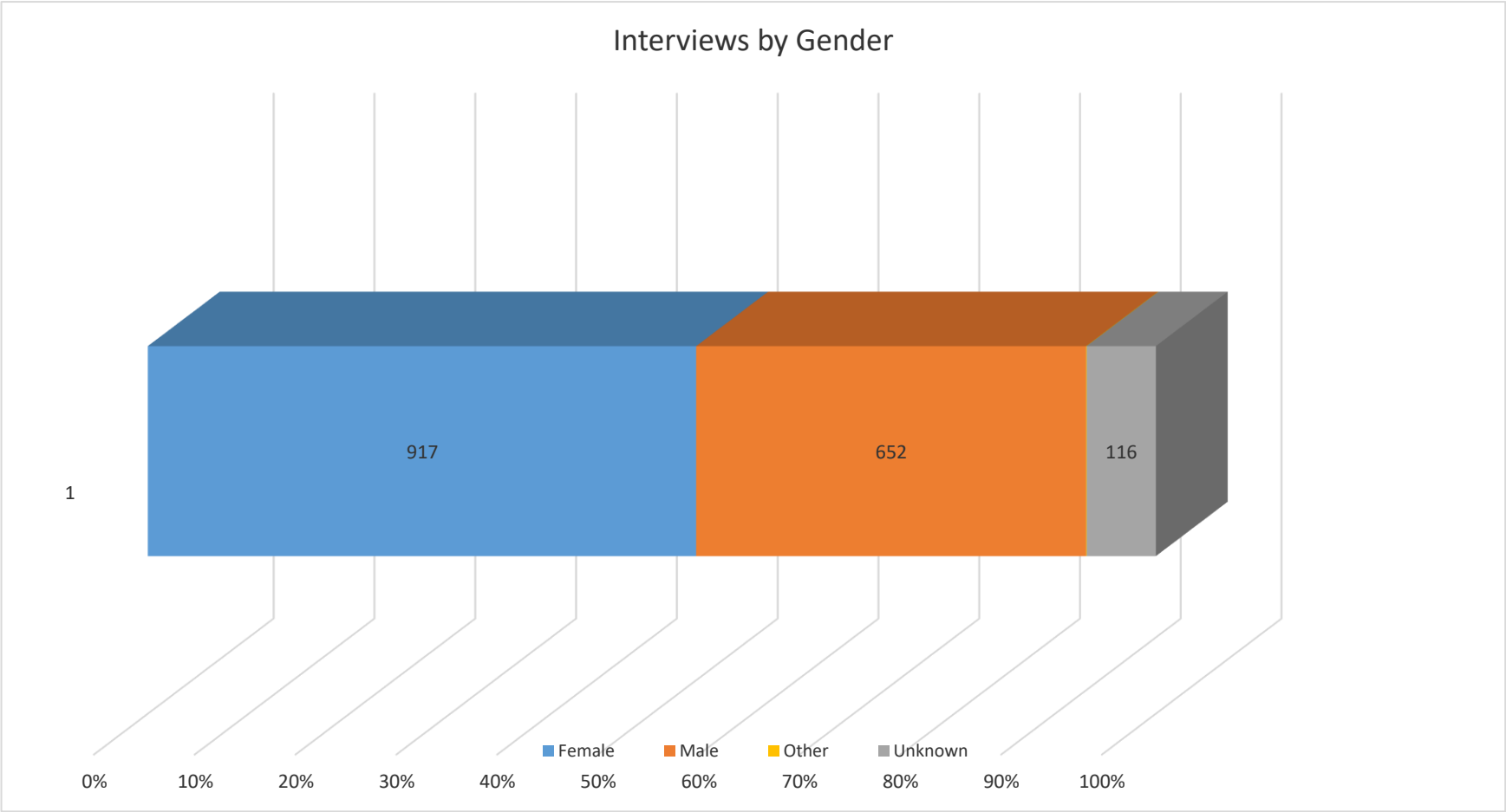
Applicants by Gender

	Female	Male	Other	Unknown	Total
Applied	3182	2720	8	417	6327
%	50.29%	42.99%	0.13%	6.59%	100.00%



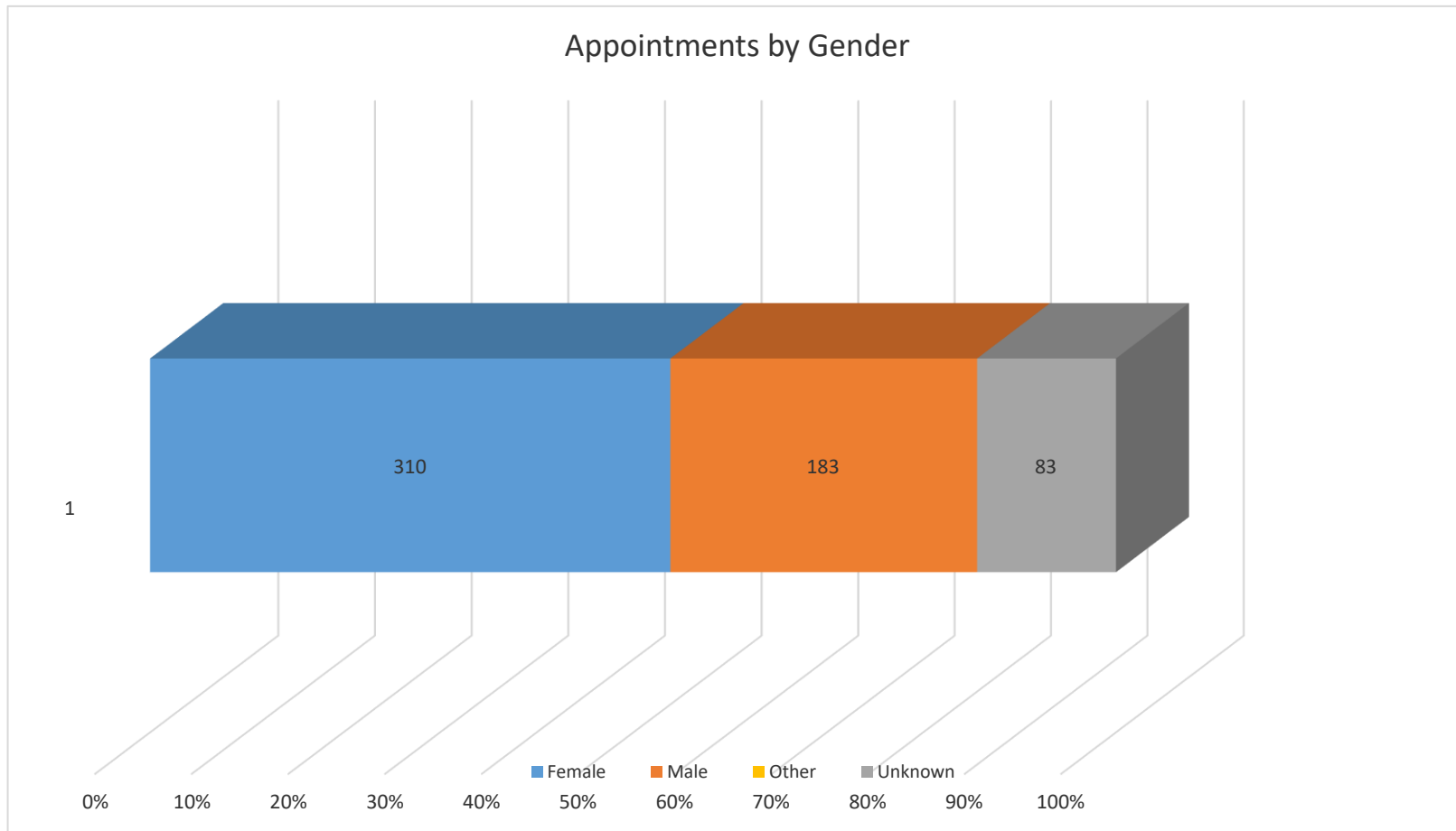
Interviews by Gender

	Female	Male	Other	Unknown	Total
Interview	917	652	1	116	1686
%	54.39%	38.67%	0.06%	6.88%	100.00%



Appointments by Gender

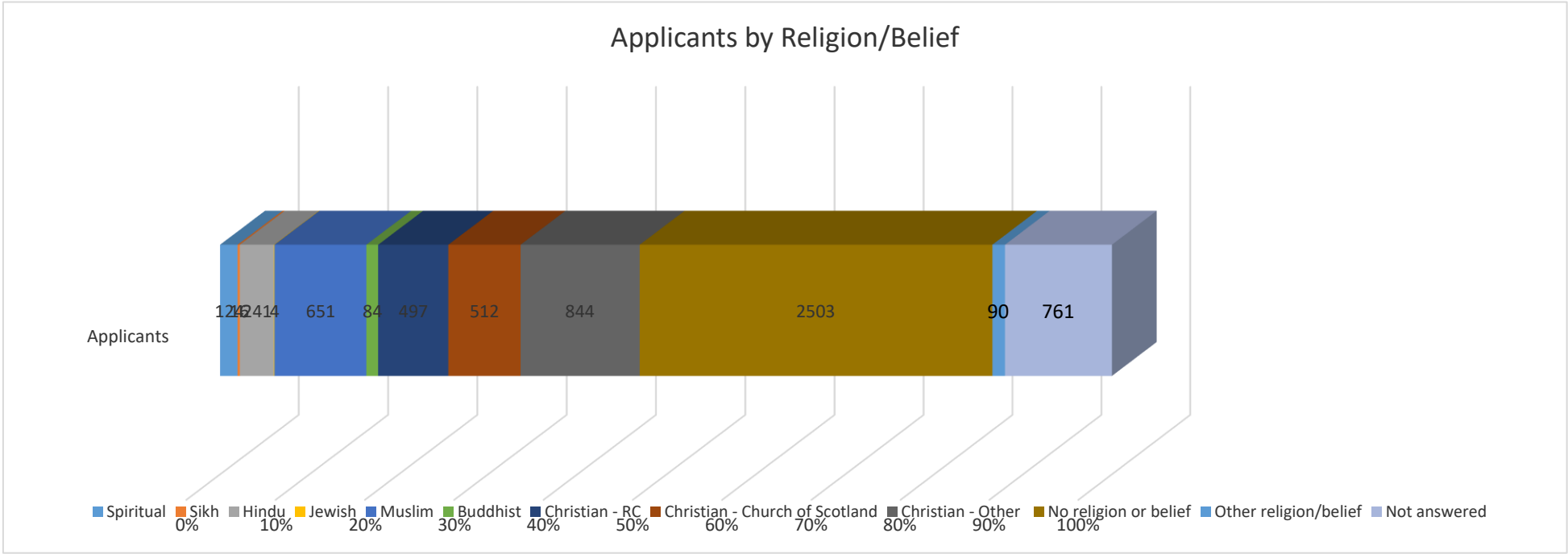
	Female	Male	Other	Unknown	Total
Hired	310	183	0	83	576
%	53.82%	31.77%	0.00%	14.41%	100.00%



Religion and Belief

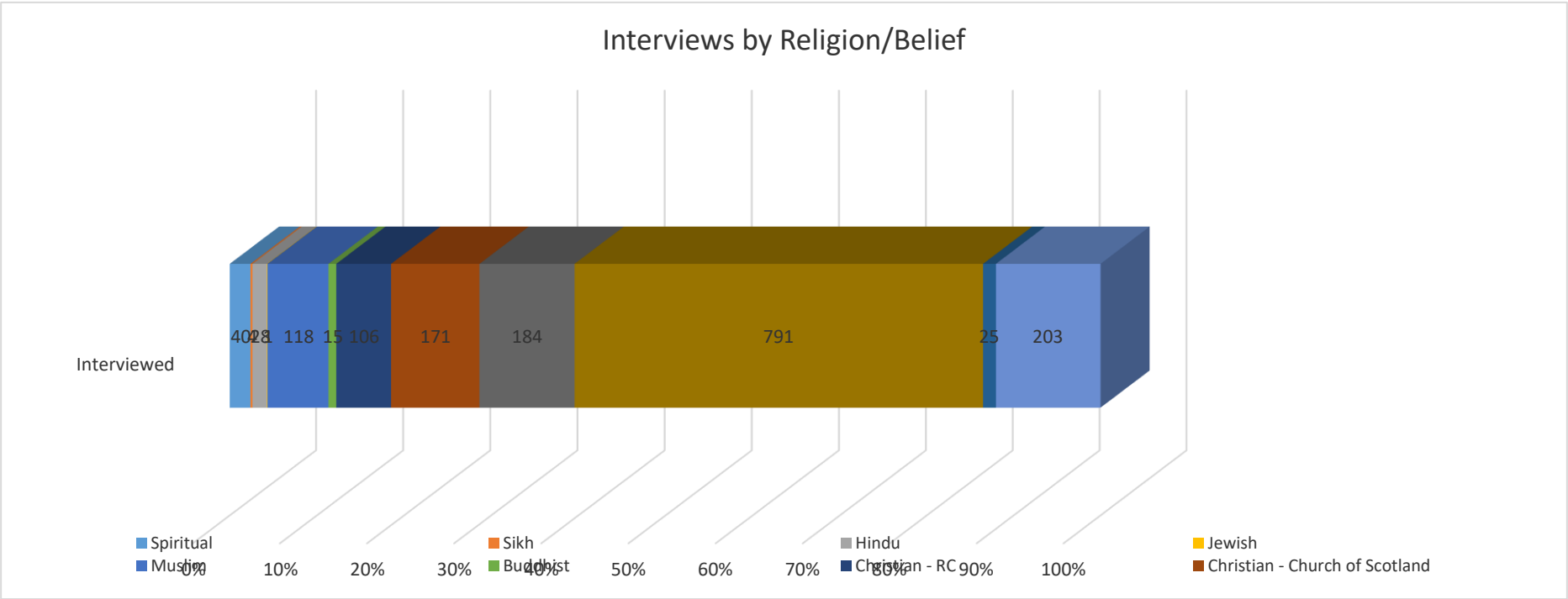
Applicants by Religion/Belief

Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Not answered	Total
Applicants	124	16	241	4	651	84	497	512	844	2503	90	761	6327
%	1.96%	0.25%	3.81%	0.06%	10.29%	1.33%	7.86%	8.09%	13.34%	39.56%	1.42%	12.03%	100.00%



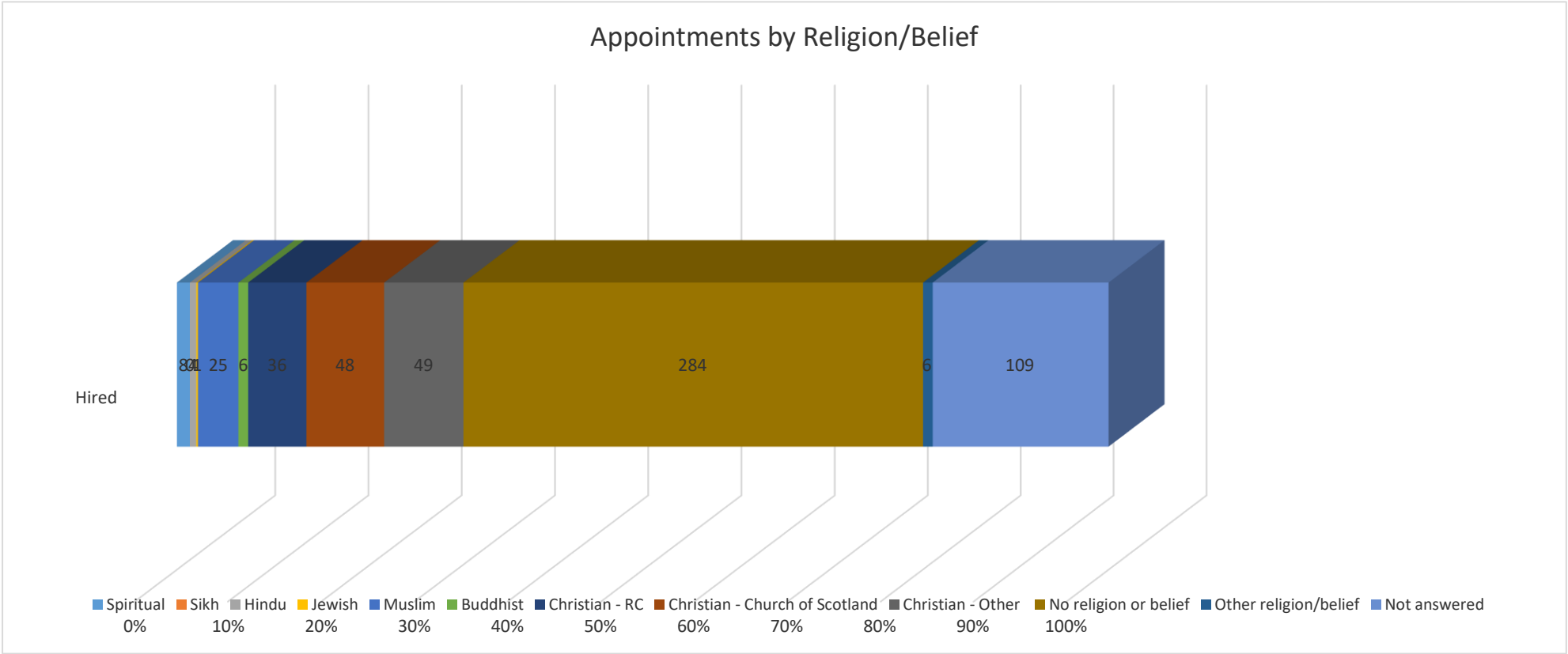
Interviews by Religion/Belief

Religion	Spiritual	Sikh	Hindu	Jewish	Muslim	Buddhist	Christian - RC	Christian - Church of Scotland	Christian - Other	No religion or belief	Other religion/belief	Not answered	Total
Interviewed	40	4	28	1	118	15	106	171	184	791	25	203	1686
%	2.37%	0.24%	1.66%	0.06%	7.00%	0.89%	6.29%	10.14%	10.91%	46.92%	1.48%	12.04%	100%



Appointments by Religion/Belief

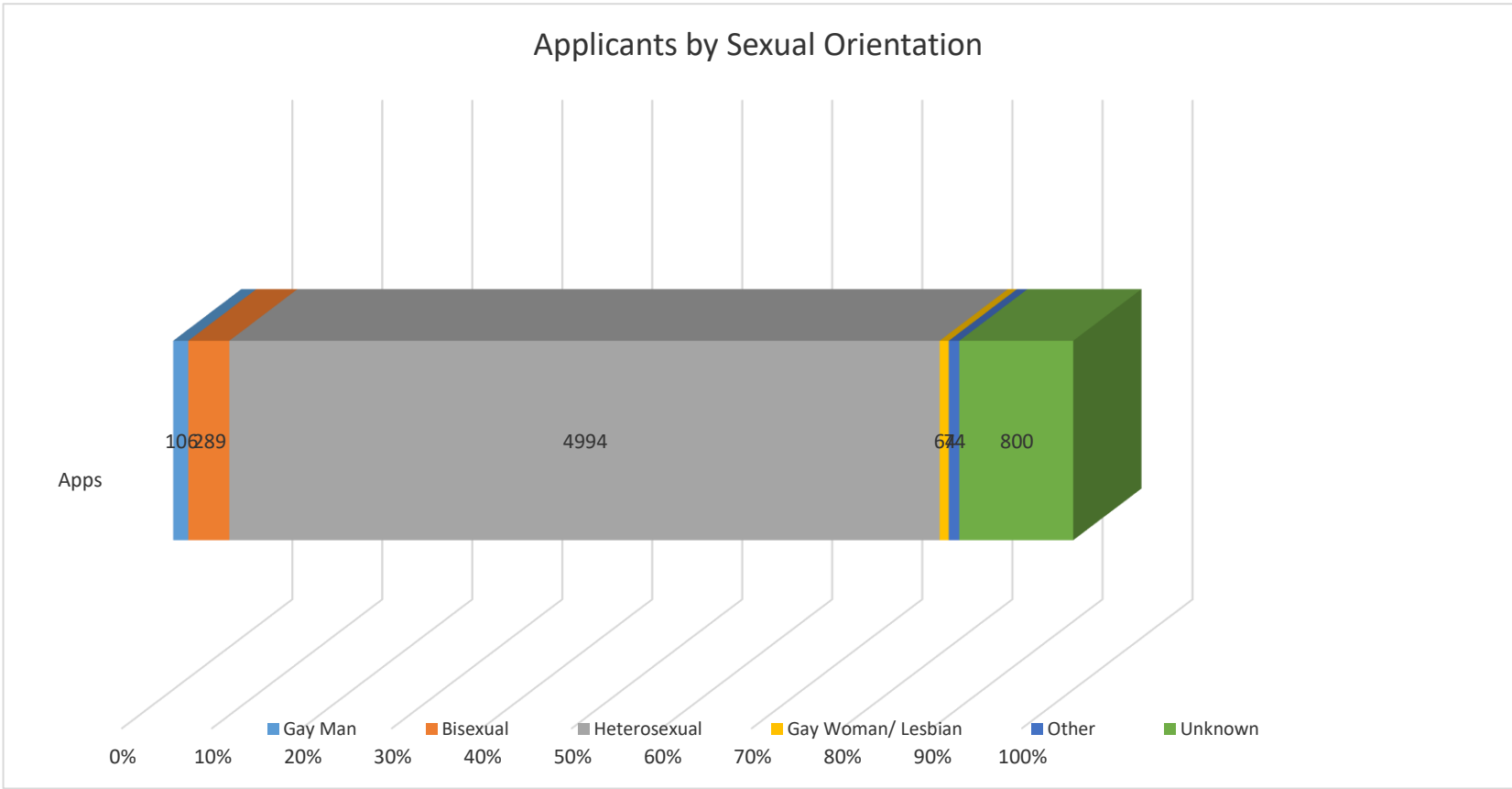
Religion	Spiritu al	Sikh	Hindu	Jewi sh	Musli m	Buddhi st	Christi an - RC	Christi an - Church of Scotla nd	Christi an - Other	No religi on or belief	Other religion/be lief	Not answer ed	Total
Hired	8	0	4	1	25	6	36	48	49	284	6	109	576
%	1.39%	0.00%	0.69%	0.17%	4.34%	1.04%	6.25%	8.33%	8.51%	49.31%	1.04%	18.92%	100.00%



Sexual Orientation

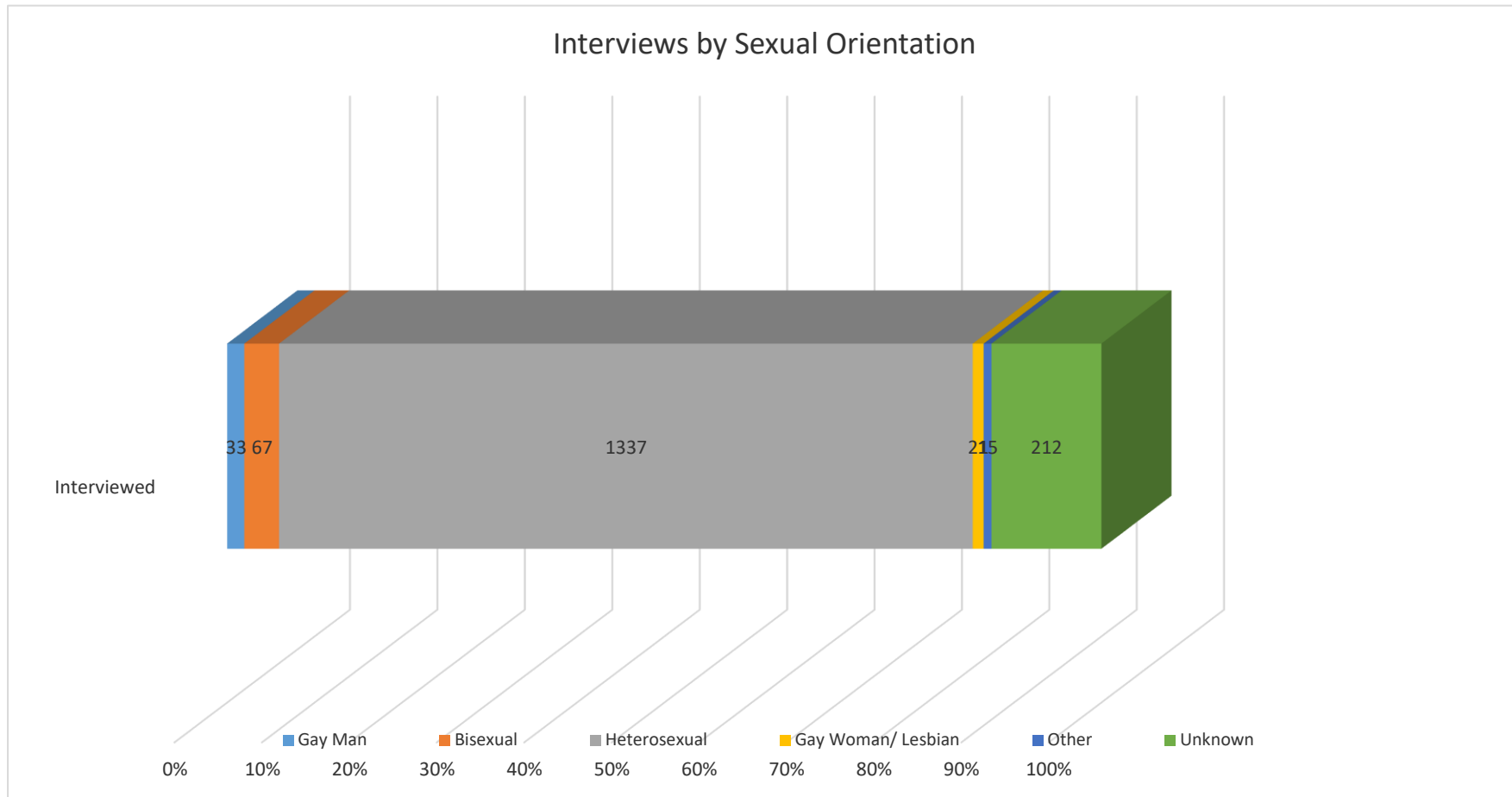
Applicants by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown	Total
Apps	106	289	4994	64	74	800	6327
%	1.68%	4.57%	78.93%	1.01%	1.17%	12.64%	100.00%



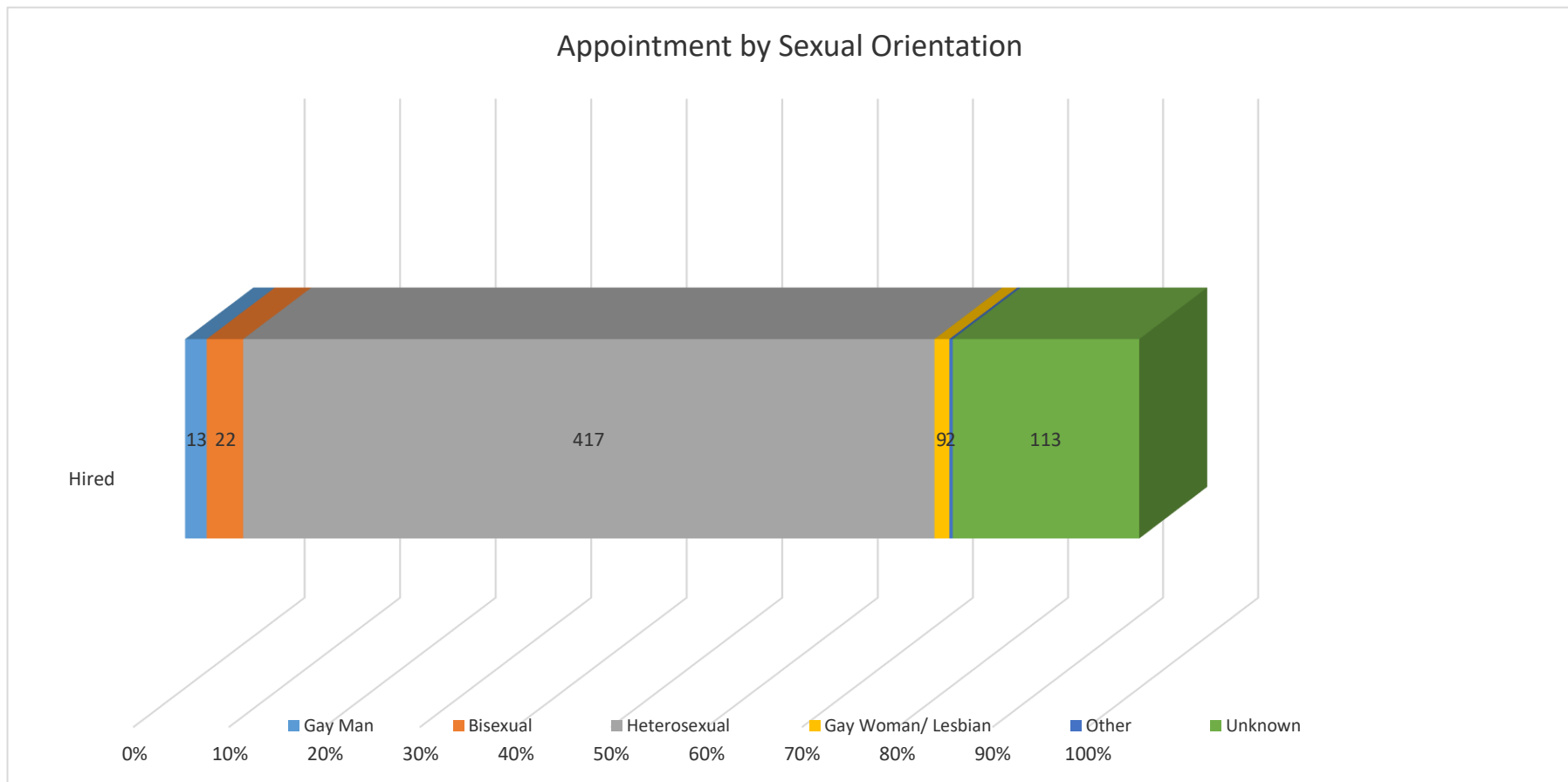
Interviews by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown	Total
Interviewed	33	67	1337	21	15	212	1685
%	1.96%	3.98%	79.35%	1.25%	0.89%	12.58%	100.00%



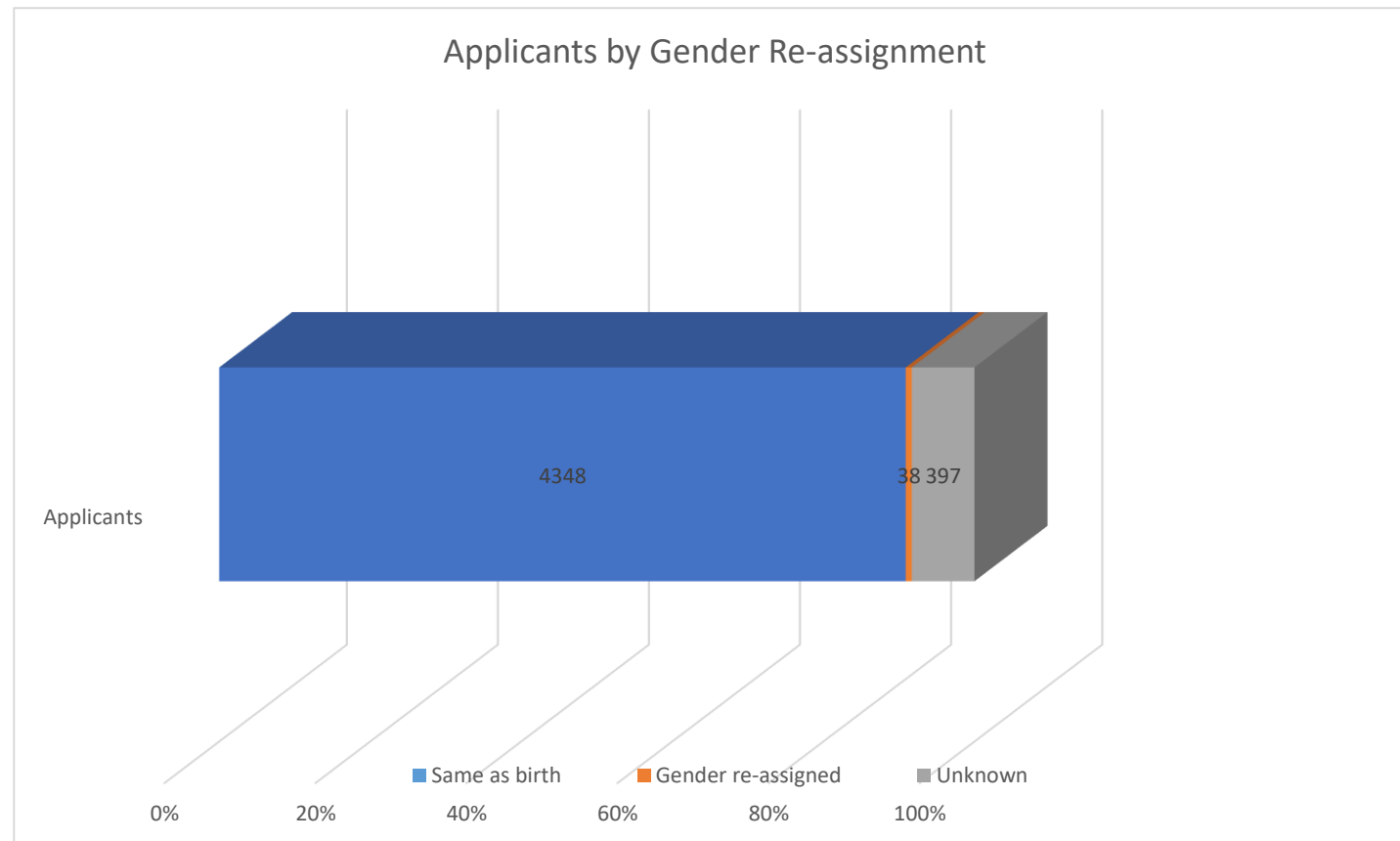
Appointment by Sexual Orientation

	Gay Man	Bisexual	Heterosexual	Gay Woman/ Lesbian	Other	Unknown	Total
Hired	13	22	417	9	2	113	576
%	2.26%	3.82%	72.40%	1.56%	0.35%	19.62%	100.00%



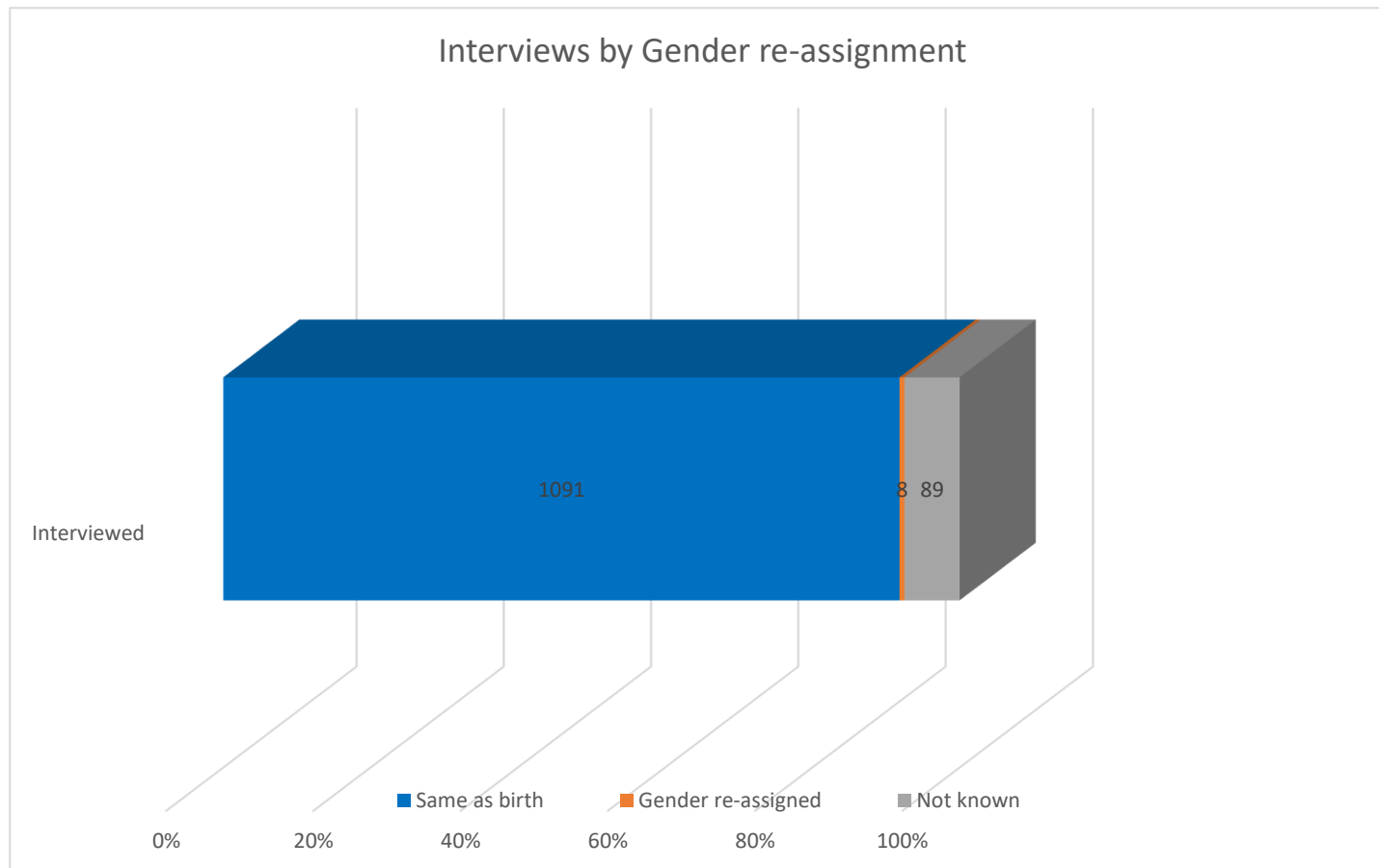
Applicants by Gender Re-assignment

Gender re-assigned?	Same as birth	Gender re-assigned	Unknown	Total
Applicants	5784	70	473	6327
%	91.42%	1.11%	7.48%	100.00%



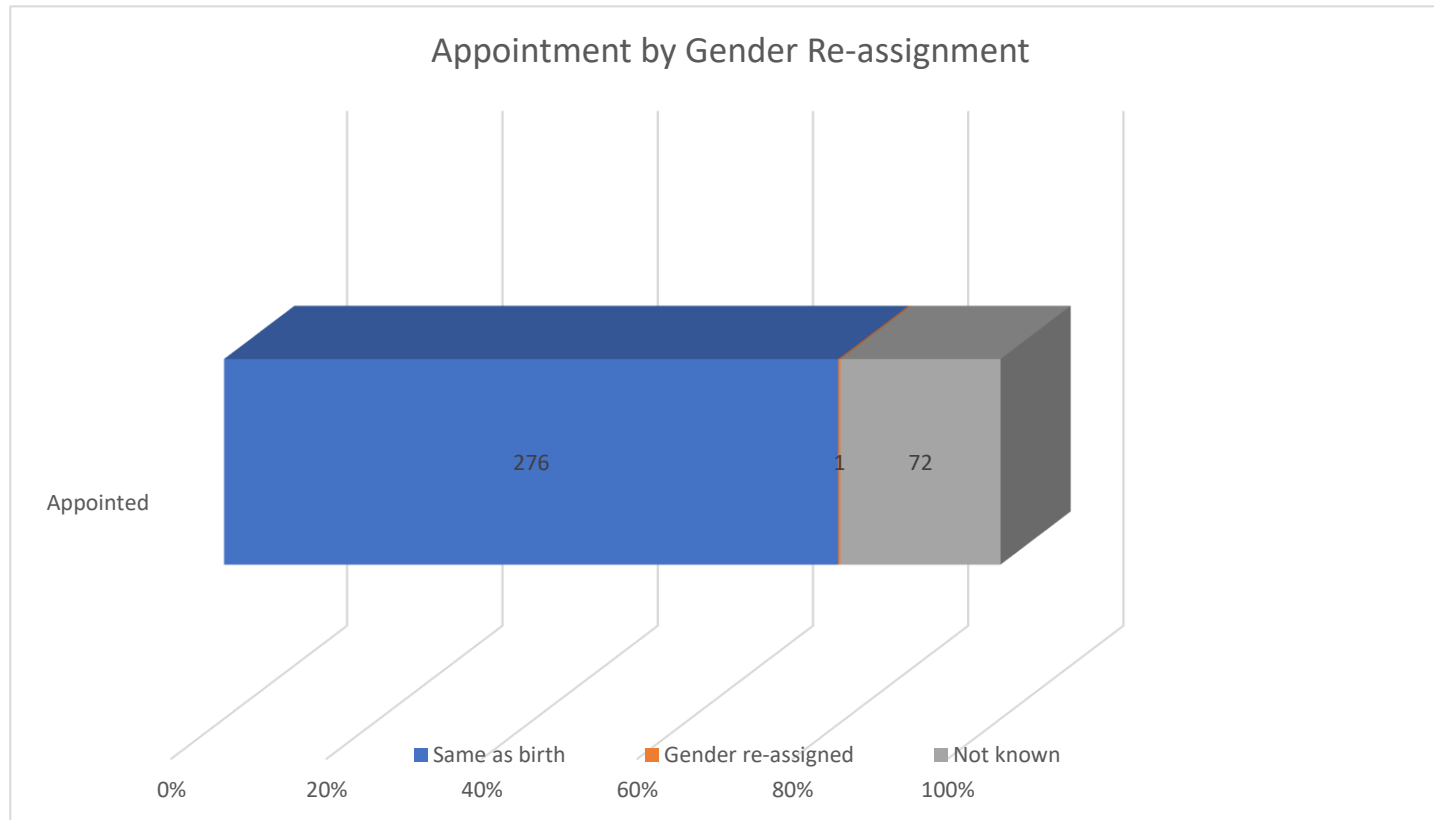
Interviews by Gender Re-assignment

Gender re-assigned?	Same as birth	Gender re-assigned	Not known	Total
Interviewed	1544	13	128	1685
%	91.63%	0.77%	7.60%	100.00%



Appointments by Gender re-assignment

Gender re-assigned?	Same as birth	Gender re-assigned	Not known	Total
Appointed	490	4	82	576
%	85.07%	0.69%	14.24%	100%



Reason for Leaving (01/01/21 to 31/12/22)				
	Female		Male	
	Headcount	%	Headcount	%
Dismissed	2	0.63%	2	0.96%
End of Fixed Term Contract	150	47.17%	98	46.89%
Redundancy (Compulsory)	3	0.94%	0	0.00%
Resignation	136	42.77%	92	44.02%
Retirement (Age)	25	7.86%	16	7.66%
Retirement (Ill Health)	0	0.00%	0	0%
Severance (Mutual)	2	0.63%	1	0%
Voluntary Severance	0	0.00%	0	0%
Total	318	100.00%	209	100.00%