

COPFS Mainstreaming Report 2023

Annex B - HR Data

Introduction

The mainstreaming report is a legal requirement of all public body organisations and is used to show how they are demonstrating the public sector equality duty and its three requirements:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010
- Advance equal opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

As part of mainstreaming the equality duty, COPFS must collate and provide evidence. This means an annual gathering of information on the protected characteristics covered by the Equality Act 2010, analysing the data and presenting it in a clear and concise format. The organisation is then required to publish this document on the external website.

In addition to the mainstreaming report, COPFS is also required to publish data on their gender pay gap. This is the percentage difference of among employees between men's average hourly pay and women's average hourly pay.

COPFS does not report on figures less than 5 and in cases where the number has been too small to report on, an * has been used in its place

Contents

Section A – COPFS Salary Scale

- Show the current salary scale for each grade within the organisation following the 2022 pay implementation.

Section B – Staff Headcount Data

- Includes data on the current headcount of COPFS as at 31 March 2023. Information is broken down into each of the protected characteristics and separated out by full time and part time employees

Section C – Information on Leavers

- Contains information on employees who have left the organisation between 01 April 2022 and 31 March 2023. This data will also be broken down into the protected characteristics and separated by the reason for leaving

Section D – Average Salaries and Gender Pay Gap

- Details the average salaries and gender pay gap between male and female employees within COPFS. There will be two tables with one showing the percentage gap without the SCS employees and one including the SCS employees

Section E – Recruitment & Selection

- Displays information on recruitment and selection data between 01 April 2022 and 31 March 2023 categorised by the protected characteristics

Section F – Graphs

- Graphs showing the trends in data between 2022 and 2023

Section A

COPFS Salary Scale as at 01 April 2022

Pay Band	Salary Range
B	£22,182 - £24,488
C	£28,702 - £31,541
D	£33,120 - £37,936
E	£41,642 - £49,860
F	£52,355 - £65,276
G	£68,540 - £79,109
H	£79,360 - £80,434
SCS Pay Band (1 – 3)	£81,893 - £135,366
Trainee Solicitor Year 1	£28,702
Trainee Solicitor Year 2	£32,003

Section B

COPFS Staff Headcount as at 31 March 2023

PNA = Prefer Not to Answer

Gender broken down by work pattern

Work Pattern	Male	Male %	Female	Female %	PNA	PNA %	Non-Binary & Other	Non-Binary & Other %	All Employees	All Employees %
Full Time	659	33.20%	1320	66.50%	5	0.25%	*	*	1985	100%
Part Time	44	9.78%	406	90.22%	*	*	*	*	450	100%
All Employees	703	28.87%	1726	70.88%	5	0.21%	*	*	2435	100%

Gender broken down by grade

Grade	Male	Male %	Female	Female %	PNA	PNA %	Non-Binary & Other	Non-Binary & Other %	All Employees	All Employees %
B	209	27.10%	560	72.54%	*	*	*	*	772	100%
C	85	24.57%	261	75.43%	*	*	*	*	346	100%
D	133	31.37%	291	68.63%	*	*	*	*	423	100%
E	24	31.58%	51	67.11%	*	*	*	*	76	100%
F	165	31.73%	354	68.08%	*	*	*	*	520	100%
G	45	25.71%	129	73.71%	*	*	*	*	176	100%
H	9	25.71%	26	74.29%	*	*	*	*	35	100%
SCS	16	59.26%	11	40.74%	*	*	*	*	27	100%
TS	17	28.33%	43	71.67%	*	*	*	*	60	100%
Total	703	28.87%	1726	70.88%	5	0.21%	*	*	2435	100%

Age Group broken down by work pattern

Work Pattern	16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	All Employees	All Employees %
Full Time	497	25.03%	583	29.37%	371	18.69%	226	11.39%	196	9.87%	112	5.64%	1985	100%
Part Time	25	5.56%	80	17.78%	109	24.22%	55	12.22%	67	14.89%	114	25.33%	450	100%
All Employees	522	21.44%	663	27.23%	480	19.71%	281	11.54%	263	10.80%	226	9.28%	2435	100%

Age Group broken down by grade

Grade	16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	All Employees	All Employees %
B	251	32.51%	145	18.78%	107	13.86%	83	10.75%	93	12.05%	93	12.05%	772	100%
C	88	25.43%	108	31.21%	54	15.61%	36	10.40%	34	9.83%	26	7.51%	346	100%
D	55	13.00%	115	27.19%	97	22.93%	61	14.42%	56	13.24%	39	9.22%	423	100%
E	*	*	24	31.58%	14	18.42%	15	19.74%	13	17.11%	8	10.53%	76	100%
F	85	16.35%	205	39.42%	112	21.54%	47	9.04%	36	6.92%	35	6.73%	520	100%
G	*	*	44	25.00%	74	42.05%	23	13.07%	17	9.67%	18	10.23%	176	100%
H	*	*	*	*	16	45.71%	8	22.86%	6	17.14%	*	*	35	100%
SCS	*	*	*	*	5	18.52%	7	25.93%	8	29.63%	6	22.22%	27	100%
TS	41	68.33%	17	28.33%	*	*	*	*	*	*	*	*	60	100%
Total	522	21.44%	663	27.23%	479	19.67%	282	11.58%	263	10.80%	226	9.28%	2435	100%

Disability Status broken down by work pattern

Work Pattern	Disabled	Disabled %	Not Disabled	Not Disabled %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Full Time	130	6.55%	1743	87.81%	56	2.82%	56	2.82%	1985	100%
Part Time	29	6.44%	403	89.56%	13	2.89%	5	1.11%	450	100%
All Employees	159	6.53%	2146	88.13%	69	2.83%	61	2.51%	2435	100%

Disability Status broken down by grade

Grade	Disabled	Disabled %	Not Disabled	Not Disabled %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
B	63	8.16%	669	86.66%	21	2.72%	19	2.46%	772	100%
C	15	4.34%	321	92.77%	*	*	7	2.02%	346	100%
D	21	4.96%	384	90.78%	11	2.60%	7	1.65%	423	100%
E	5	6.58%	65	85.53%	*	*	*	*	76	100%
F	39	7.50%	439	84.42%	18	3.46%	24	4.62%	520	100%
G	8	4.55%	155	88.01%	11	6.29%	*	*	176	100%
H	*	*	34	97.14%	*	*	*	*	35	100%
SCS	*	*	24	88.89%	*	*	*	*	27	100%
TS	5	8.33%	55	91.67%	*	*	*	*	60	100%
Total	159	6.53%	2146	88.13%	69	2.83%	61	2.51%	2435	100%

Ethnic Origin broken down by work pattern

Work Pattern	White	White %	BAME	BAME %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
Full Time	1793	90.33%	75	3.78%	47	2.37%	49	2.47%	21	1.06%	1985	100%
Part Time	415	92.22%	12	2.67%	10	2.22%	6	1.33%	7	1.56%	450	100%
All Employees	2208	90.68%	87	3.57%	57	2.34%	55	2.26%	28	1.15%	2435	100%

Ethnic Origin broken down by grade

Grade	White	White %	BAME	BAME %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
B	712	92.23%	21	2.72%	10	1.30%	21	2.72%	8	1.04%	772	100%
C	320	92.49%	13	3.76%	5	1.45%	5	1.45%	*	*	346	100%
D	386	91.25%	11	2.60%	9	2.13%	11	2.60%	6	1.42%	423	100%
E	69	90.79%	*	*	*	*	*	*	*	*	76	100%
F	459	88.27%	26	5.00%	15	2.88%	13	2.5%	7	1.35%	520	100%
G	154	87.50%	9	5.11%	9	5.11%	*	*	*	*	176	100%
H	31	88.57%	*	*	*	*	*	*	*	*	35	100%
SCS	24	88.89%	*	*	*	*	*	*	*	*	27	100%
TS	53	88.33%	*	*	*	*	*	*	*	*	60	100%
Total	2208	90.68%	87	3.57%	57	2.34%	55	2.26%	28	1.15%	2435	100%

Belief or Religion broken down by work pattern

Work Pattern	Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian – Roman Catholic	Christian – Roman Catholic %	Christian - Other	Christian - Other %	Humanist	Humanist %
Full Time	53	2.67%	107	5.39%	331	16.68%	322	16.22%	*	*	9	0.45%
Part Time	13	2.89%	23	5.11%	132	29.33%	80	17.78%	*	*	*	*
All Employees	66	2.71%	130	5.34%	463	19.01%	402	16.51%	*	*	10	0.41%

Work Pattern	Muslim	Muslim %	None	None %	No Response	No Response %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
Full Time	32	1.61%	813	40.96%	77	3.88%	161	8.11%	74	3.73%	5	0.25%	1985	100%
Part Time	6	1.33%	111	24.67%	33	7.33%	42	9.11%	8	1.78%	*	*	450	100%
All Employees	38	1.56%	924	37.95%	110	4.52%	203	8.30%	82	3.37%	6	0.25%	2435	100%

Belief or Religion broken down by grade

Grade	Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian – Roman Catholic	Christian – Roman Catholic %	Christian - Other	Christian - Other %	Humanist	Humanist %
B	9	1.17%	32	4.15%	152	19.69%	108	13.99%	*	*	*	*
C	12	3.47%	14	4.05%	52	15.03%	69	19.94%	*	*	*	*
D	9	2.13%	24	5.68%	93	21.99%	67	15.84%	*	*	*	*
E	*	*	6	7.89%	21	27.63%	8	10.53%	*	*	*	*
F	20	3.85%	39	7.5%	82	15.77%	92	17.69%	*	*	*	*
G	8	4.55%	10	5.68%	41	23.30%	28	15.91%	*	*	*	*
H	*	*	*	*	9	25.71%	10	28.57%	*	*	*	*
SCS	*	*	*	*	9	33.33%	5	18.52%	*	*	*	*
TS	*	*	*	*	*	*	15	25%	*	*	*	*
Total	66	2.71%	130	5.34%	463	19.01%	402	16.51%	*	*	10	0.41%

Grade	Muslim	Muslim %	None	None %	No Response	No Response %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
B	11	1.42%	344	44.56%	28	3.63%	63	8.16%	23	2.98%	*	*	772	100%
C	5	1.45%	145	41.91%	15	4.34%	27	7.80%	6	1.73%	*	*	346	100%
D	*	*	162	38.30%	13	3.07%	29	6.86%	18	4.26%	*	*	423	100%
E	*	*	25	32.89%	*	*	6	7.89%	*	*	*	*	76	100%
F	15	2.88%	173	33.27%	33	6.35%	44	8.46%	18	3.46%	*	*	520	100%
G	*	*	44	25.00%	13	7.39%	23	13.10%	*	*	*	*	176	100%
H	*	*	5	14.29%	*	*	6	17.14%	*	*	*	*	35	100%
SCS	*	*	*	*	*	*	*	*	*	*	*	*	27	100%
TS	*	*	25	41.67%	*	*	*	*	8	13.33%	*	*	60	100%
Total	38	1.56%	924	37.95%	110	4.52%	202	8.30%	82	3.37%	6	0.25%	2435	100%

Marital Status broken down by work pattern

Work Pattern	Single	Single %	Married	Married %	Separated	Separated %	Divorced	Divorced %	Partnered	Partnered %
Full Time	830	41.81%	716	36.10%	30	1.51%	66	3.32%	229	11.54%
Part Time	74	16.44%	286	63.56%	9	2.00%	24	5.33%	35	7.78%
All Employees	904	37.13%	1002	41.15%	39	1.60%	90	3.70%	264	10.84%

Work Pattern	Widowed	Widowed %	In a Civil Partnership	In a Civil Partnership %	Not Known	Not Known %	PNA	PNA %	All Employees	All Employees %
Full Time	9	0.45%	6	0.30%	30	1.51%	69	3.48%	1985	100%
Part Time	6	1.33%	*	*	5	1.11%	11	2.44%	450	100%
All Employees	15	0.62%	6	0.25%	35	1.44%	80	3.29%	2435	100%

Marital Status broken down by grade

Grade	Single	Single %	Married	Married %	Separated	Separated %	Divorced	Divorced %	Partnered	Partnered %
B	350	45.34%	281	36.40%	11	1.42%	29	3.76%	61	7.90%
C	137	39.60%	122	35.26%	6	1.73%	12	3.47%	59	17.05%
D	120	28.37%	208	49.17%	7	1.65%	21	4.96%	46	10.87%
E	16	21.05%	42	57.95%	*	*	7	9.21%	6	7.89%
F	195	37.50%	201	38.65%	10	1.92%	9	1.73%	64	12.31%
G	30	17.04%	102	57.71%	*	*	7	3.98%	21	11.93%
H	*	*	22	62.86%	*	*	*	*	*	*
SCS	*	*	18	66.67%	*	*	*	*	*	*
TS	51	85.00%	6	10.00%	*	*	*	*	*	*
Total	904	37.13%	1002	41.15%	39	1.60%	90	3.70%	264	10.84%

Grade	Widowed	Widowed %	In a Civil Partnership	In a Civil Partnership %	Not Known	Not Known %	PNA	PNA %	All Employees	All Employees %
B	7	0.91%	*	*	9	1.17%	23	2.98%	772	100%
C	*	*	*	*	*	*	6	1.73%	346	100%
D	*	*	*	*	7	1.65%	10	2.36%	423	100%
E	*	*	*	*	*	*	*	*	76	100%
F	*	*	*	*	13	2.50%	24	4.62%	520	100%
G	*	*	*	*	*	*	9	5.11%	176	100%
H	*	*	*	*	*	*	*	*	35	100%
SCS	*	*	*	*	*	*	*	*	27	100%
TS	*	*	*	*	*	*	*	*	60	100%
Total	15	*	6	*	35	1.44%	80	3.29%	2435	100%

Sexual Orientation broken down by work pattern

Work Pattern	Gay & Lesbian	Gay & Lesbian %	Bisexual	Bisexual %	Heterosexual / Straight	Heterosexual / Straight %	Other	Other %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Full Time	74	3.73%	40	2.02%	1690	85.14%	*	*	105	5.29%	73	3.68%	1985	100%
Part Time	*	*	5	1.11%	389	86.44%	*	*	22	4.89%	31	6.89%	450	100%
All Employees	77	3.16%	45	1.85%	2079	85.38%	*	*	127	5.22%	104	4.27%	2435	100%

Sexual Orientation broken down by grade

Grade	Gay & Lesbian	Gay & Lesbian %	Bisexual	Bisexual %	Heterosexual /Straight	Heterosexual / Straight %	Other	Other %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
B	21	2.72%	24	3.11%	661	85.62%	*	*	38	4.92%	26	3.37%	772	100%
C	12	3.47%	6	1.73%	305	88.15%	*	*	10	2.89%	13	3.76%	346	100%
D	11	2.60%	5	1.18%	373	88.18%	*	*	20	4.73%	14	3.31%	423	100%
E	*	*	*	*	71	93.42%	*	*	*	*	*	*	76	100%
F	19	3.65%	7	1.35%	428	82.31%	*	*	35	6.73%	30	5.77%	520	100%
G	5	2.84%	*	*	142	80.68%	*	*	15	8.52%	12	6.82%	176	100%
H	*	*	*	*	29	82.86%	*	*	*	*	*	*	35	100%
SCS	*	*	*	*	22	81.48%	*	*	*	*	*	*	27	100%
TS	7	11.67%	*	*	48	80.00%	*	*	*	*	*	*	60	100%
Total	77	3.16%	45	1.85%	2079	85.34%	*	*	127	5.22%	104	4.27%	2435	100%

Section C

Leavers in COPFS between 01 April 2022 to 31 March 2023

Gender

Reason Left	Male	Male %	Female	Female %	Unknown	Unknown %	All Employees	All Employees %
Resignation	22	29.33%	53	70.67%	*	*	75	100%
Retirement	15	38.46%	24	61.54%	*	*	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	6	75.00%	*	*	8	100%
Other	5	62.5%	*	*	*	*	8	100%
All Leavers	44	33.85%	86	66.15%	*	*	130	100%

Age Group

Reason Left	16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	All Employees	All Employees %
Resignation	33	44.00%	12	16.00%	15	20.00%	6	8.00%	*	*	6	8.00%	75	100%
Retirement	*	*	*	*	*	*	*	*	5	12.82%	32	82.05%	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	*	*	*	*	*	*	*	*	*	*	8	100%
Other	*	*	*	*	*	*	*	*	*	*	*	*	8	0.00%
All Leavers	37	28.46%	14	10.77%	21	16.15%	10	7.69%	9	6.92%	39	30.00%	130	100%

Disability Status

Reason Left	Disabled	Disabled %	Not Disabled	Not Disabled %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Resignation	*	*	67	89.33%	*	*	6	8.00%	75	100%
Retirement	*	*	34	87.18%	*	*	*	*	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	8	100%	*	*	*	*	8	100%
Other	*	*	7	87.50%	*	*	*	*	8	100%
All Leavers	7	5.38%	116	89.23%	*	*	6	4.62%	130	100%

Ethnic Origin

Reason Left	White	White %	BAME	BAME %	PNA	PNA %	Other	Other %	Not Known	Not Known %	All Employees	All Employees %
Resignation	66	88.00%	*	*	*	*	7	9.33%	*	*	75	100%
Retirement	37	94.87%	*	*	*	*	*	*	*	*	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	6	75.00%	*	*	*	*	*	*	*	*	8	100%
Other	7	87.50%	*	*	*	*	*	*	*	*	8	100%
All Leavers	116	89.23%	*	*	*	*	8	6.15%	*	*	130	100%

Belief or Religion

Reason Left	Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian - Roman Catholic	Christian - Roman Catholic %	Christian - Other	Christian - Other %	Humanist	Humanist %
Resignation	*	*	*	*	10	13.33%	6	8.00%	*	*	*	*
Retirement	*	*	*	*	20	51.28%	*	*	*	*	*	*
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*	*	*
All Leavers	*	*	*	*	32	24.62%	13	10.00%	*	*	*	*

Reason Left	Muslim	Muslim %	None	None %	No Response	No Response %	PNA	PNA %	Other	Other %	All Employees	All Employees %
Resignation	*	*	41	54.67%	*	*	6	8.00%	*	*	75	100%
Retirement	*	*	7	17.95%	*	*	*	*	*	*	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	*	*	*	*	*	*	*	*	8	100%
Other	*	*	*	*	*	*	*	*	*	*	8	100%
All Leavers	*	*	52	40.00%	6	4.62%	12	9.24%	6	4.62%	130	100%

Marital Status

Reason Left	Single	Single %	Married	Married %	Separated	Separated %	Divorced	Divorced %	Partnered	Partnered %
Resignation	35	46.67%	29	38.67%	*	*	*	*	5	6.67%
Retirement	7	17.95%	25	64.10%	*	*	*	*	*	*
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	*	*	*	*	*	*	*	*
Other	*	*	*	*	*	*	*	*	*	*
All Leavers	47	36.15%	60	46.15%	*	*	*	*	8	6.15%

Reason Left	Widowed	Widowed %	Not Known	Not Known %	PNA	PNA %	All Employees	All Employees %
Resignation	*	*	*	*	*	*	75	100%
Retirement	*	*	*	*	*	*	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	*	*	*	*	8	100%
Other	*	*	*	*	*	*	8	100%
All Leavers	*	*	*	*	7	5.38%	130	100%

Sexual Orientation

Reason Left	Gay, Lesbian, Bisexual & Other Sexual Orientations	Gay, Lesbian, Bisexual & Other Sexual Orientations %	Heterosexual /Straight	Heterosexual /Straight %	PNA	PNA %	Not Known	Not Known %	All Employees	All Employees %
Resignation	6	8.00%	64	85.33%	*	*	*	*	75	100%
Retirement	*	*	34	87.18%	*	*	*	*	39	100%
End of Fixed Term Appointment	*	*	*	*	*	*	*	*	*	*
Transfer to OGD	*	*	6	75.00%	*	*	*	*	8	100%
Other	*	*	7	87.50%	*	*	*	*	8	100%
All Leavers	7	5.38%	111	85.38%	6	4.62%	6	4.62%	130	100%

Section D

Average Salaries

The number of staff who reported as non-binary was too small to report on and 5 staff chose not to disclose their gender.

Pay Band H – (£79,360 to £80,434)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	35	9	26	0.23%
Average Pay	£80,219	£80,076	£80,262	£186

Pay Band G – (£68,540 to £79,109)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	175	45	130	0.24%
Average Pay	£72,772	£72,643	£72,817	£174

Pay Band F – (£52,355 to £65,276)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	519	165	354	-0.53%
Average Pay	£56,629	£56,835	£56,533	-£302

Pay Band E – (£41,642 to £49,680)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	75	24	51	-2.73%
Average Pay	£44,883	£45,707	£44,494	-£1,213

Pay Band D – (£33,120 to £37,936)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	423	133	290	0.06%
Average Pay	£35,994	£35,979	£36,001	£22

Pay Band C – (£28,702 to £31,541)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	346	85	261	0.03%
Average Pay	£30,021	£30,014	£30,024	£10

Pay Band B – (£22,182 to £24,488)				
Salary	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	769	209	560	0.47%
Average Pay	£23,968	£23,886	£23,999	£113

Trainee Solicitors - Year 1 £28,702				
Salary Range	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	28	10	18	0.00%
Average Pay	£28,702	£28,702	£28,702	£0

Trainee Solicitors - Year 2 £32,003				
Salary Range	No of employees in Range	Male	Female	% Difference between Female & Male salary
Total	32	7	25	0.00%
Average Pay	£32,003	£32,003	£32,003	£0

Gender Pay Gap

The tables below show the gender pay gap when all grades within the service are included.

The first table is concerned with the gender pay gap based on a basic salary:

Pay Bands TS & Band B – SCS (£22,182 to £135,366)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Salary
Total	2429	703	1726	3.86%
Average Pay	£39,762	£40,882	£39,305	£1,577

The second table is concerned with the gender pay gap based on a basic salary shown by an hourly rate:

Pay Bands TS & Band B – SCS (£22,182 to £135,366)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Hourly Rate
Total	2429	703	1726	3.86%
Average Pay	£20.67	£21.25	£20.43	£0.82

The tables below show the gender pay gap when only grades Band B to Band H are included.

The first table is concerned with the gender pay gap based on a basic salary:

Pay Bands TS & Band B – H (£22,182 to £80,434)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Salary
Total	2402	687	1715	1.90%
Average Pay	£32,906	£39,744	£38,990	£754

The second table is concerned with the gender pay gap based on a basic salary shown by an hourly rate:

Pay Bands TS & Band B – H (£22,182 to £80,434)				
Salary Range	No of Employees in Range	Male	Female	% Difference between Male & Female Hourly Rate
Total	2402	687	1715	1.89%
Average Pay	£20.38	£20.66	£20.27	£0.39

Section E

Recruitment and Selection statistics between 01 April 2022 – to 31 March 2023

Gender

Female	Female %	Male	Male %	No Response	No response %	PNA	PNA%	Total	Total %
1157	64.78%	564	31.58%	27	1.51%	38	2.13%	1786	100.00%

Age

16-29	16-29 %	30-39	30-39 %	40-49	40-49 %	50-54	50-54 %	55-59	55-59 %	60+	60+ %	No Response	No Response %	PNA	PNA %	Total	Total %
896	50.17%	398	22.28%	232	12.99%	114	6.38%	62	3.47%	14	0.78%	17	0.95%	53	2.97%	1786	100.00%

Sexual Orientation

Gay, Lesbian, Bisexual & Other Sexual Orientations	Gay, Lesbian, Bisexual & Other Sexual Orientations %	Heterosexual /Straight	Heterosexual /Straight %	No Response	No Response %	PNA	PNA %	Total	Total %
172	9.63%	1463	81.91%	36	2.02%	115	6.44%	1786	100.00%

Ethnic Origin

White	White %	BAME	BAME %	PNA	PNA %	Other	Other %	Not Known	Not Known %	Total	Total %
1586	88.80%	119	6.66%	38	2.13%	*	*	41	2.30%	1786	100.00%

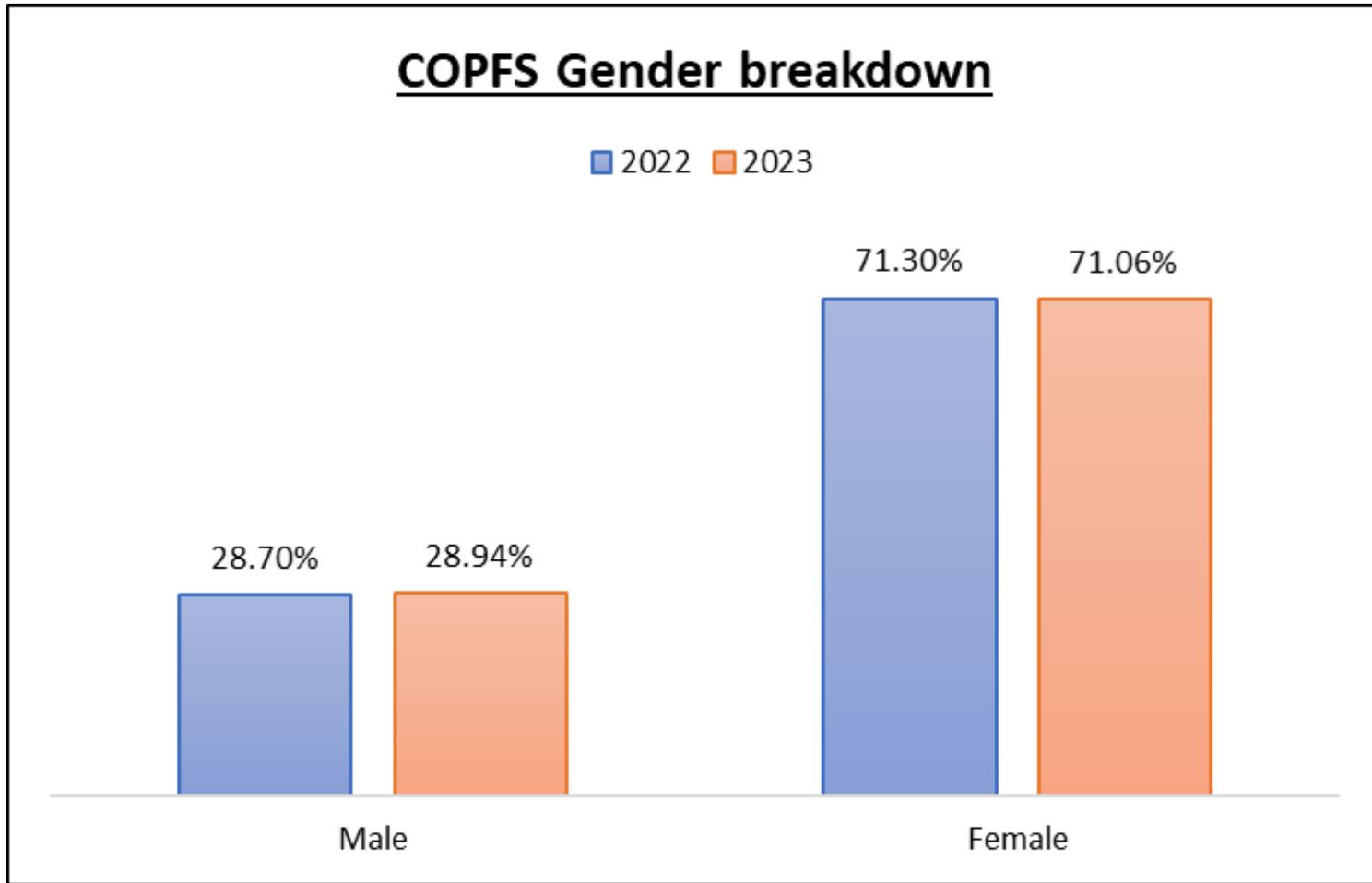
Belief or Religion

Agnostic	Agnostic %	Atheist	Atheist %	Christian - Protestant	Christian - Protestant %	Christian-Other	Christian - Other %	Humanist	Humanist %	Muslim	Muslim %
*	*	*	*	157	8.79%	86	4.82%	*	*	39	2.18%
None	None %	Roman Catholic	Roman Catholic %	No Response	No Response %	PNA	PNA %	Other	Other %	Total	Total %
1061	59.41%	263	14.73%	50	2.80%	91	5.10%	39	2.18%	1786	100.00%

Disability

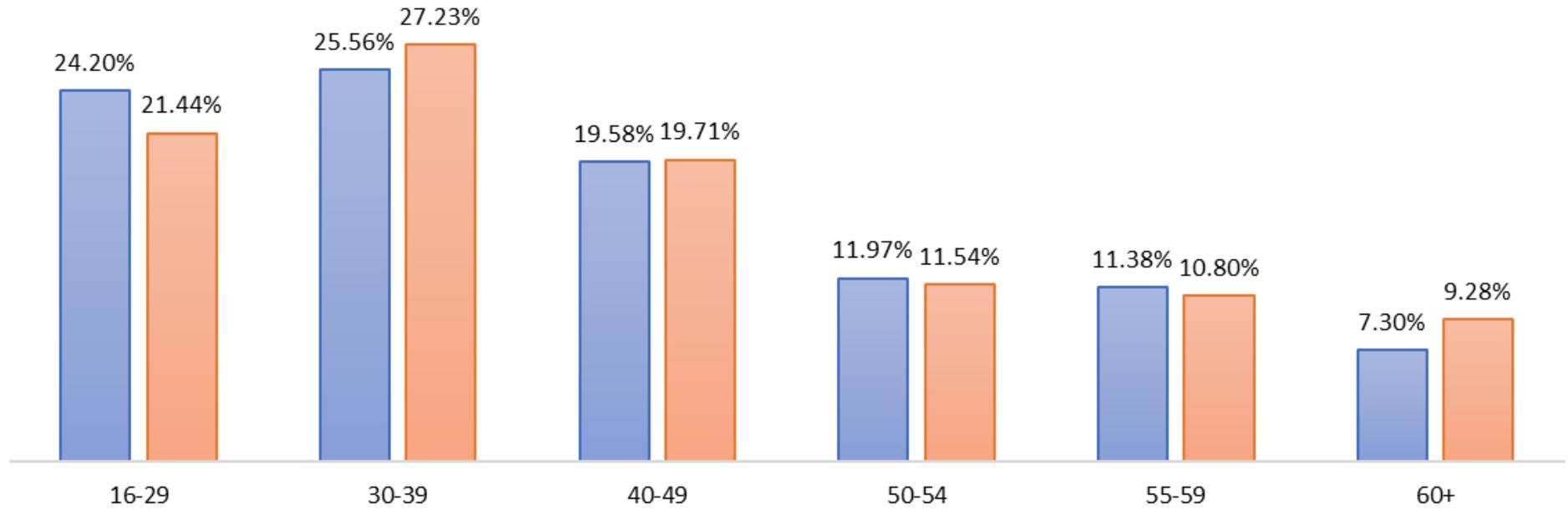
Disabled	Disabled %	Non-Disabled	Non-Disabled %	PNA	PNA %	Unknown	Unknown %	Total	Total %
123	6.89%	1603	89.75%	39	2.18%	21	1.18%	1786	100.00%

Section F



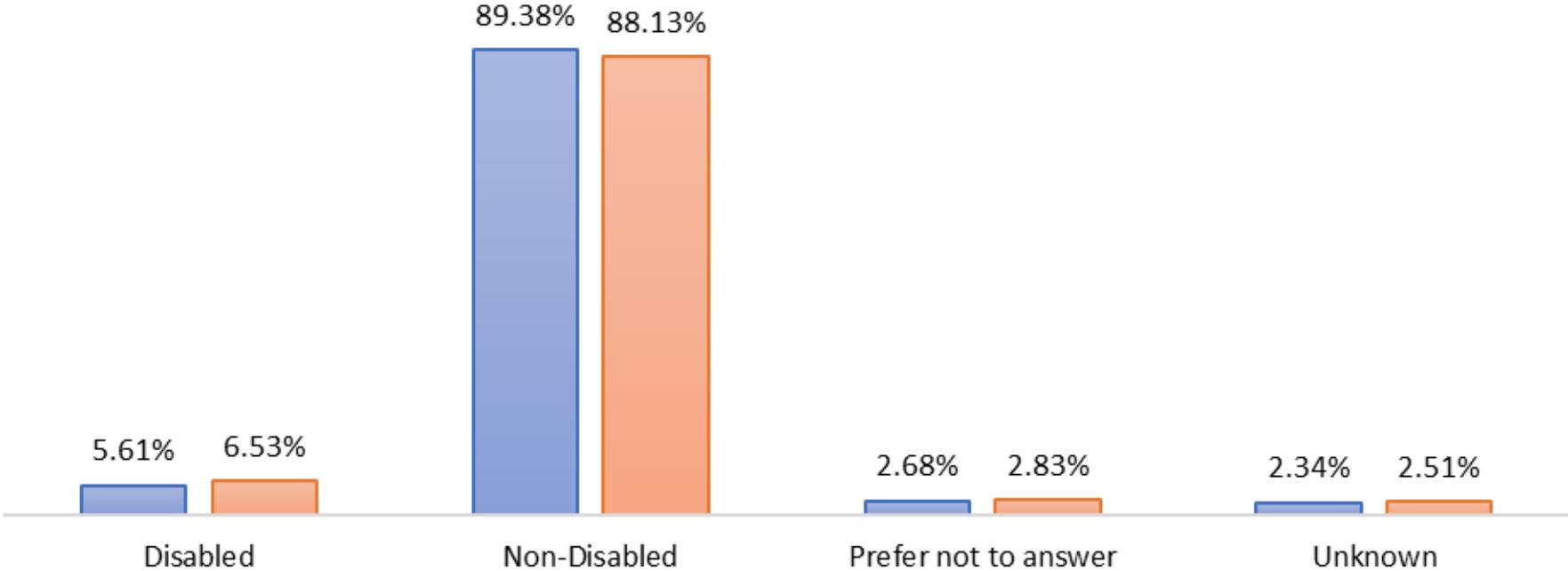
COPFS Age Breakdown

■ 2022 ■ 2023



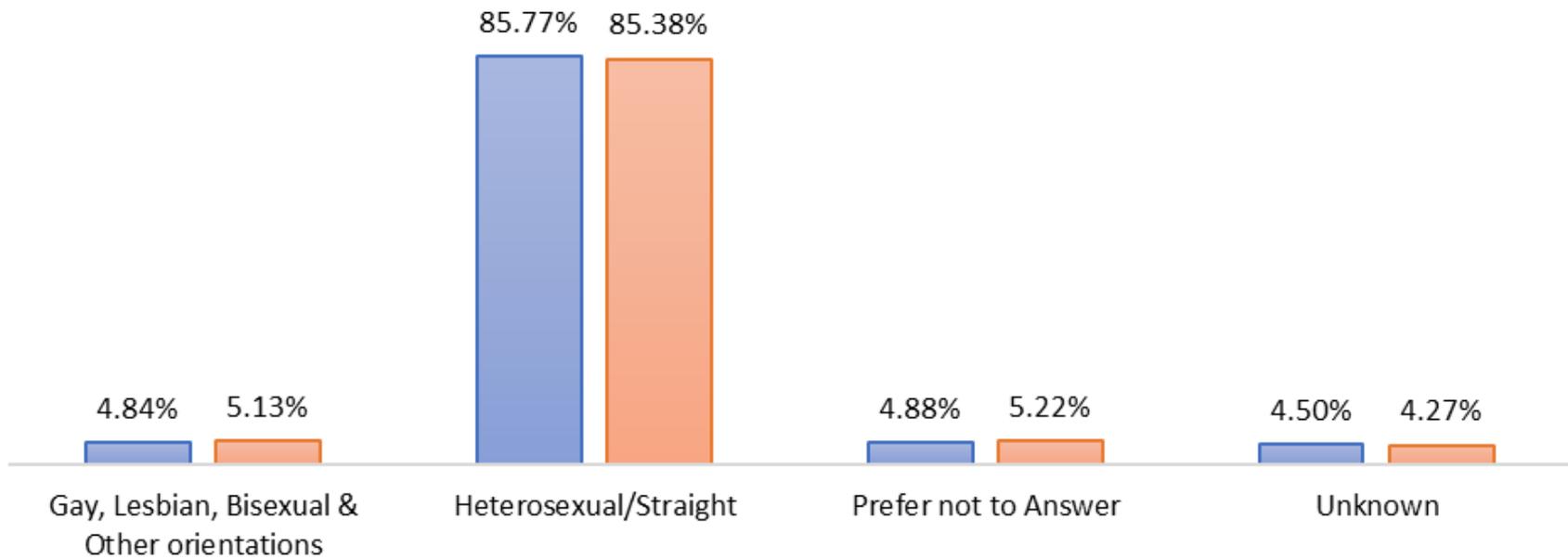
COPFS Disability Breakdown

■ 2022 ■ 2023



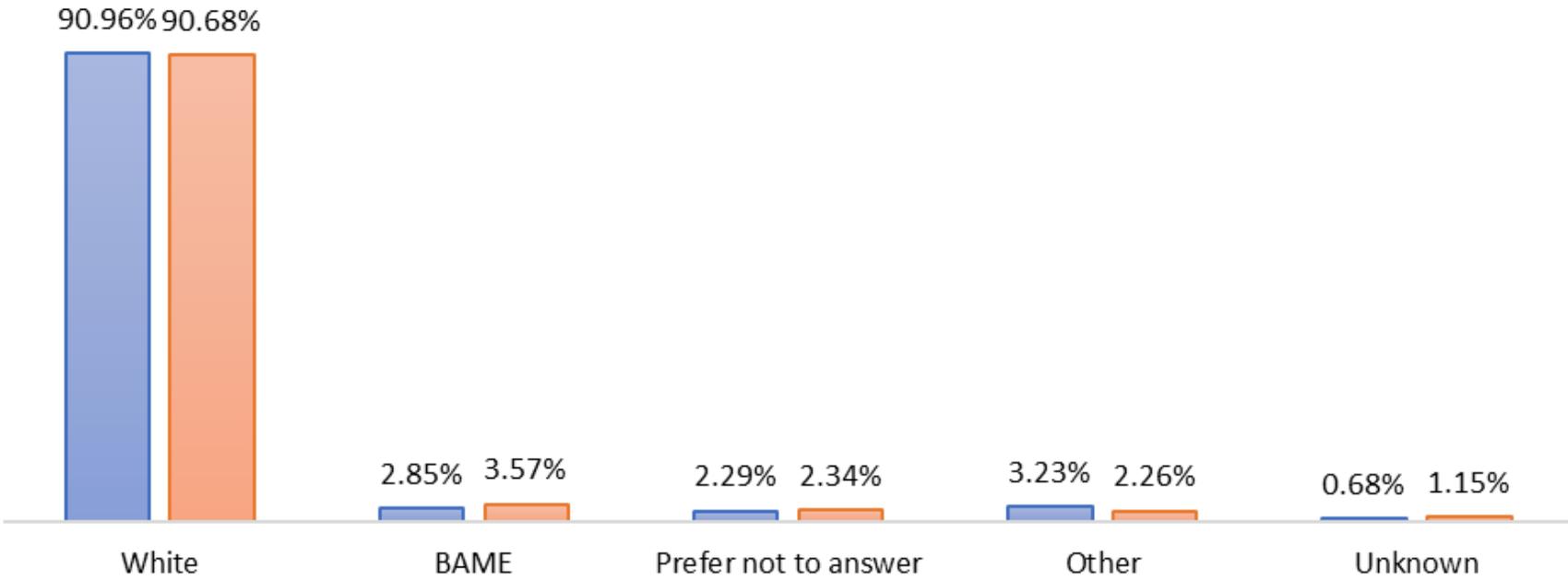
COPFS Sexual Orientation Breakdown

■ 2022 ■ 2023



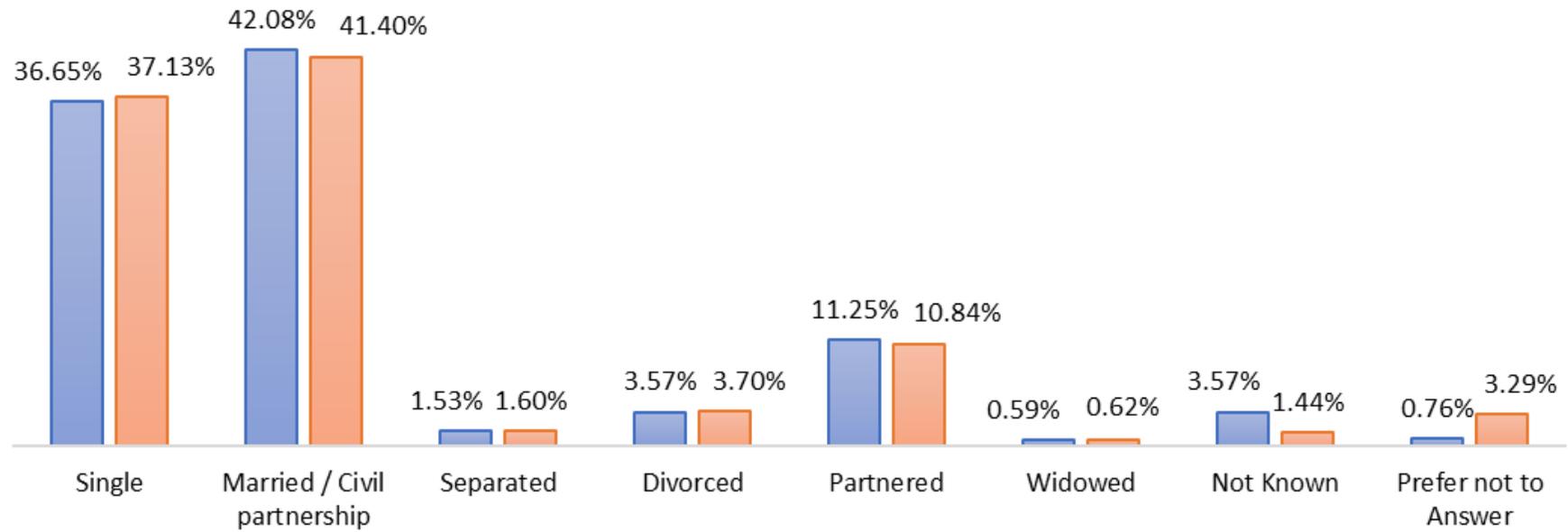
COPFS Ethnicity Breakdown

■ 2022 ■ 2023

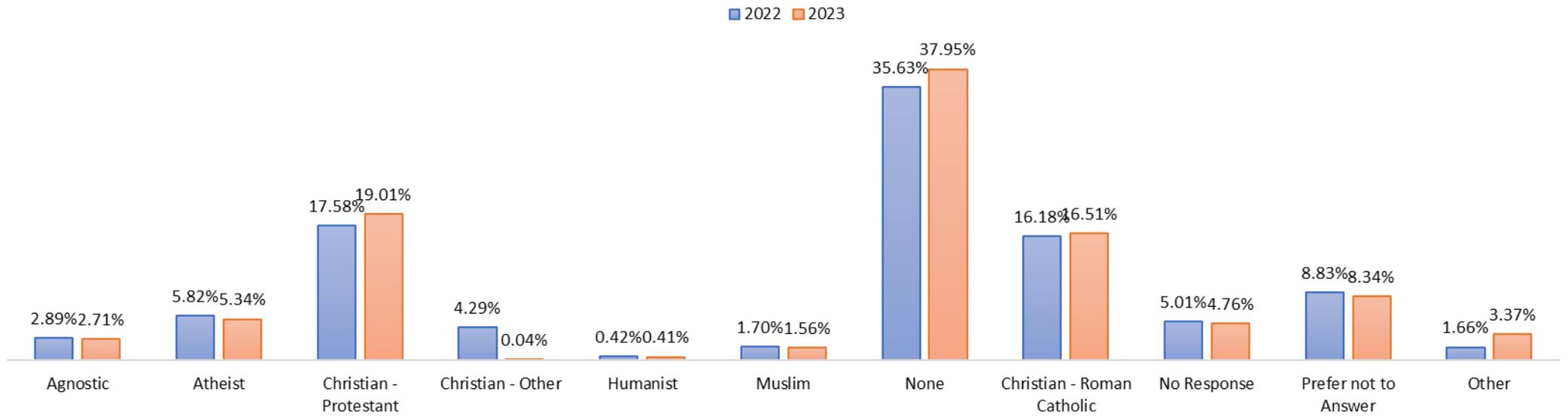


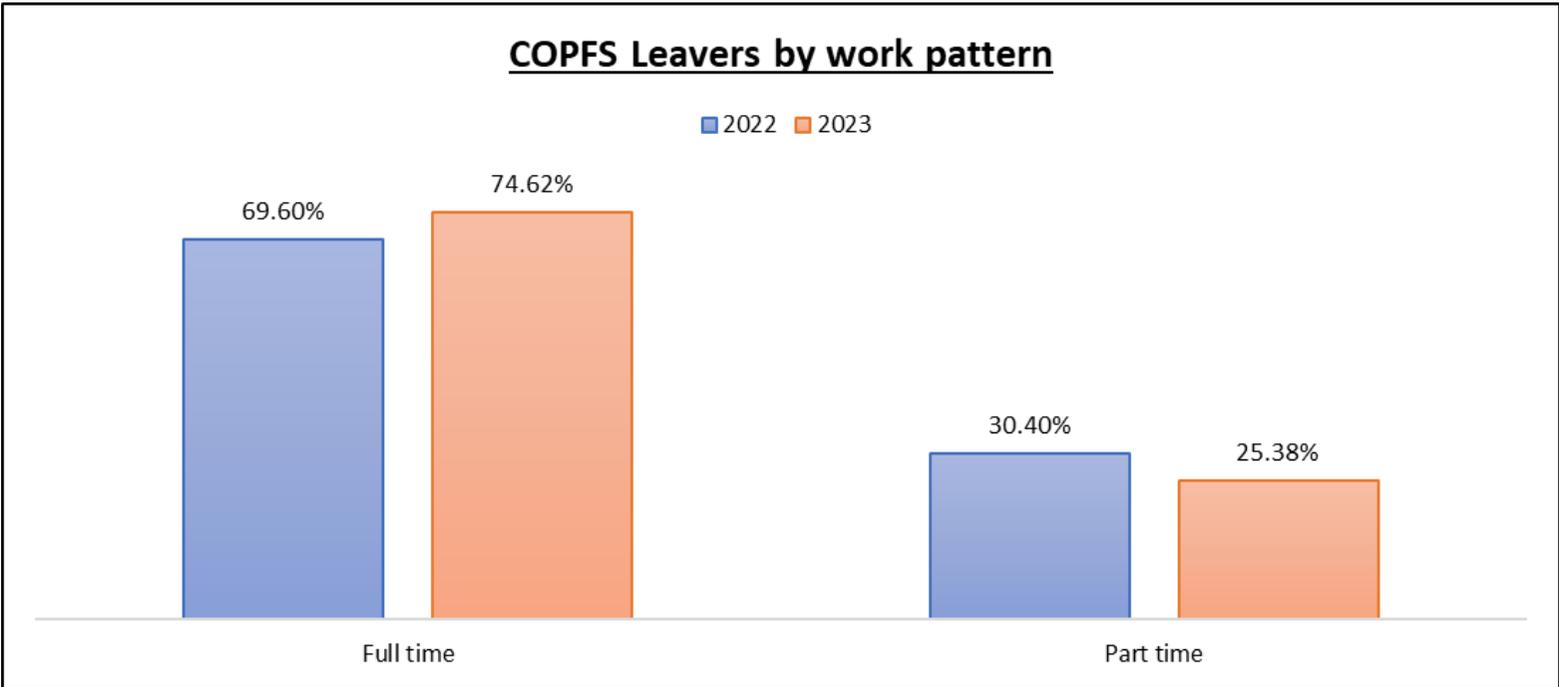
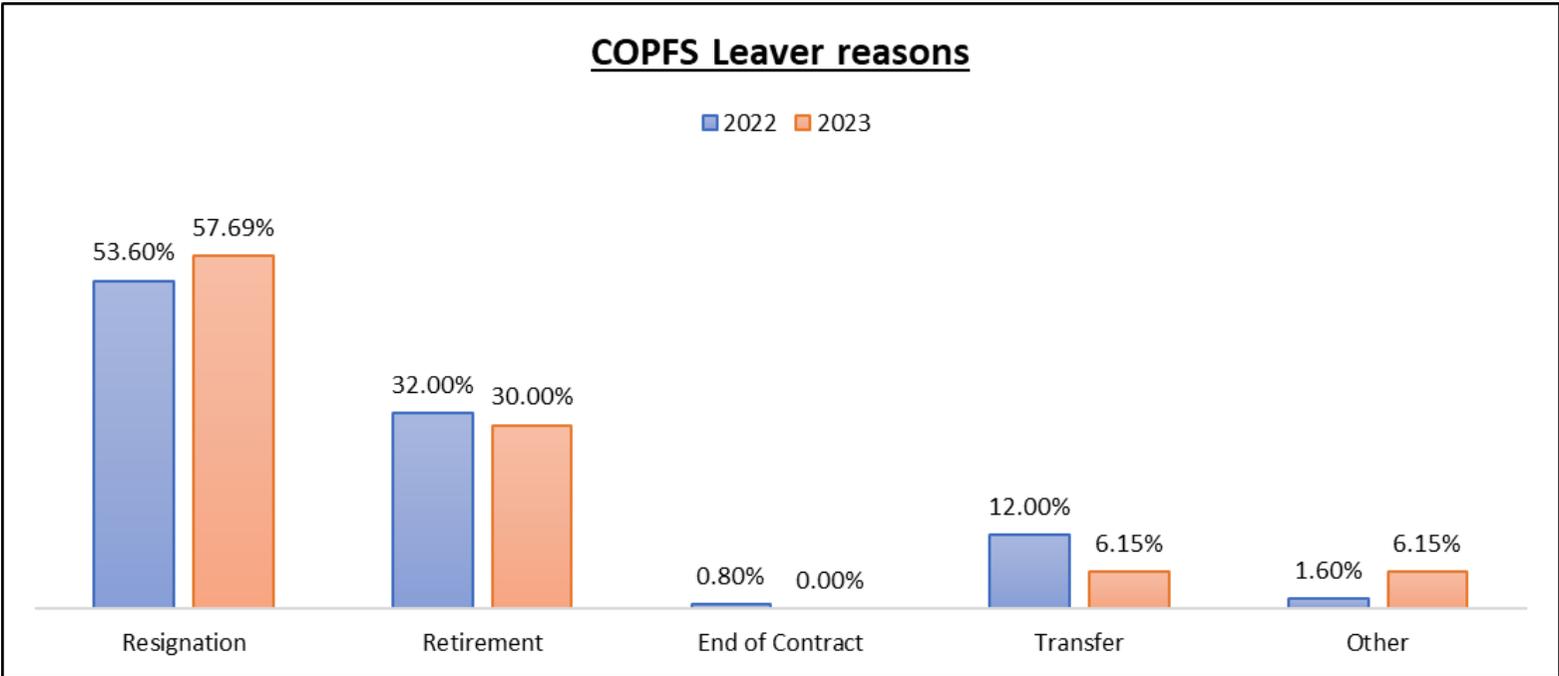
COPFS Marital Status Breakdown

■ 2022 ■ 2023



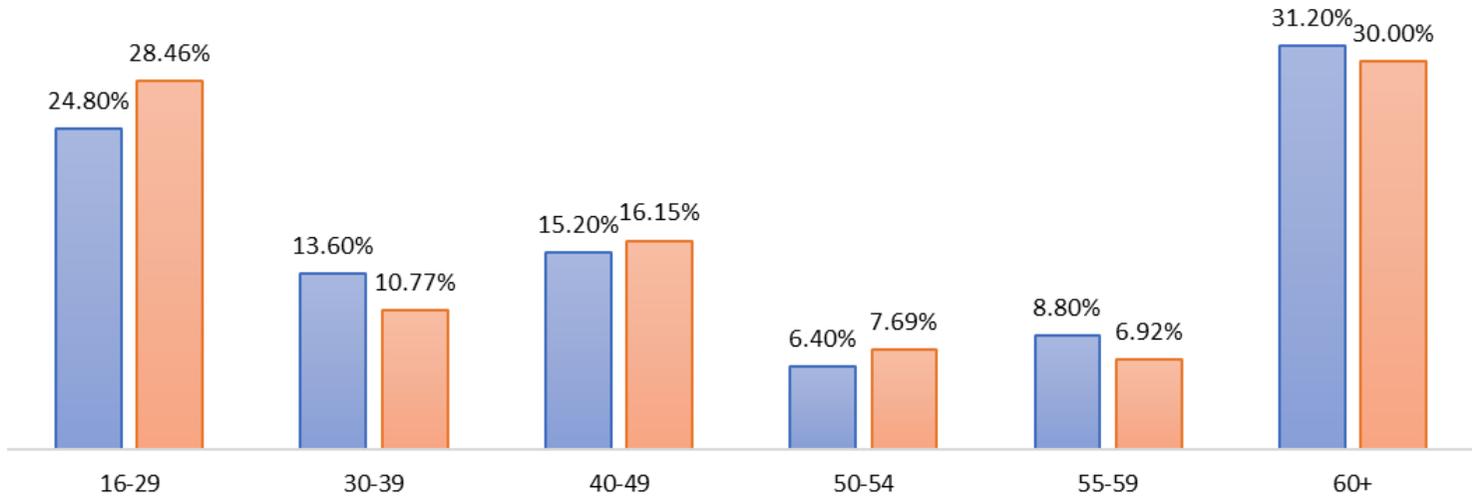
COPFS Belief or Religion Breakdown





COPFS Leavers by age group

■ 2022 ■ 2023



COPFS Leavers by gender

■ 2022 ■ 2023

