Diversity and Inclusion: Workforce, Recruitment and Pay Gap Summary

June 2023





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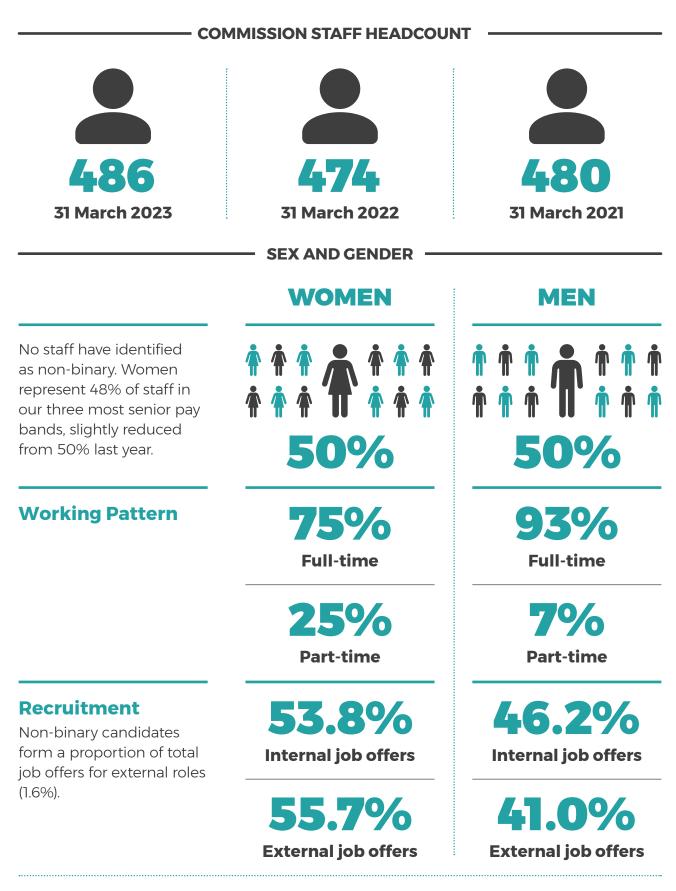
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Gender Identity and Gender Reassignment

No members of staff have identified as trans. 3.3% of total applications for external roles were from applicants who identified as trans compared to 2.6% of applicants in 2022.

		AGE —				
Workforce 21.6% of our workforce is	<21	21-30	31-40	41-50	51-60	61>
aged 51 and over, up from 20.9% last year.	0%	13.6%	35.4%	29.4%	15.9%	5.7%
Recruitment	Internal job offers					
	<20	20-39	30-39	40-49	50-59	60>
	0.0%	53.8%	15.4%	23.1%	7.7%	0.0%
	External job offers					

<20	20-39	30-39	40-49	50-59	60>
1.6%	39.3%	31.1%	11.5%	11.5%	3.3%

DISABILITY ·

Workforce

The percentage of staff who declared a disability increased from 6.3% (2022) to 7.4% (2023).

7.4% Disabled 83.7% Non-disabled

8.8%

Prefer not to say / no reply

Recruitment

7.7 % of internal jobs were offered to disabled applicants.



External job offers





ETHNICITY

Workforce

4.5% of staff identify as being of an ethnic minority, up from 4.2% in 2022.

45.5% of our staff who identify as being from an ethnic minority are employed at our lowest pay band (TS grade). This has decreased from 57.1% in 2021 and 50% in 2022.

4.5%	91.6%	3.9%
Ethnic minority	White	Prefer not to say / no reply

Recruitment

There has been an increase in the percentage of total applications from ethnic minority candidates: from 11.0% in 2021-2022 to 13.0% in 2022-2023.

0.0% of internal jobs were offered to ethnic minority applicants.

External job offers



SEXUAL ORIENTATION

Workforce

4.7% of staff identify as being LGBQ+, up from 4.2% in 2022.



82.7% Heterosexual / straight 12.6% Prefer not to say / no reply

Recruitment

0.0% of internal jobs were offered to LGBQ+ staff.



External job offers





RELIGION / BELIEF Workforce 38.9% 28.2% No religion / belief Christian 21.8% 11.1% **Other religion** Prefer not to say / no reply Recruitment **External job offers** 45.9% 26.2% No religion / belief Christian 23% 4.9% **Other religion** Prefer not to say / no reply Internal job offers 23.1% 61.5% No religion / belief Christian 7.7% 7.7% **Other religion** Prefer not to say / no reply

Pay Gap Reporting

Gender Pay Gap - Hourly Pay

	2022-23	2021-22	2020-21	2019-20
Mean Gender Pay Gap	-4.8%	-6.5%	-5.3%	-6.7%
Median Gender Pay Gap	0.0%	-9.75%	-9.8%	-15.2%

Ethnicity Pay Gap - Hourly Pay

	2022-23	2021-22	2020-21	2019-20
Mean Ethnicity Pay Gap	23.5%	26.1%	28.1%	20.4%
Median Ethnicity Pay Gap	23.6%	35.8%	38.9%	21.7%

Disability Pay Gap - Hourly Pay

	2022-23	2021-22
Mean Disability Pay Cap	1.28%	-2.87%
Median Disability Pay Gap	0.0%	0.0%