

Mid Yorkshire Hospitals NHS Trust

Workforce Demographic Report  
2016-17

## **1. Introduction**

1. The following provides an analysis of the Trust workforce in 2016/17 in terms of the protected characteristics set out in the Equality Act 2010, i.e.:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

2. This report provides information in the following areas:-

- Staff In Post
- Leavers
- Employee Relations
- Training Data
- Recruitment Activity

3. Various different data sources have been used in order to produce the information, which covers the twelve month period April 2016 to March 2017. The data sources used included:-

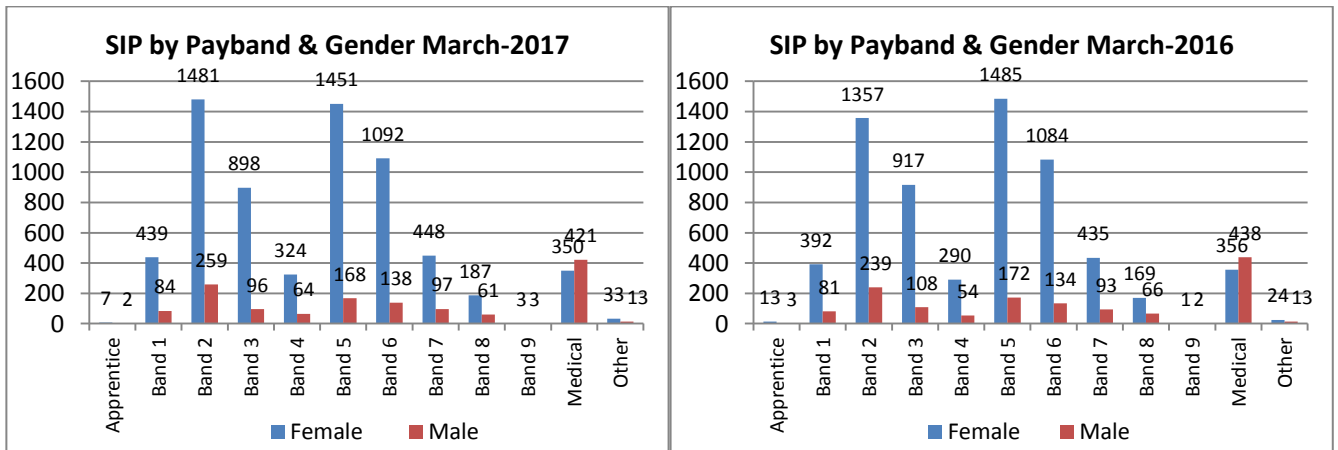
- The Electronic Staff Records System (ESR)
- NHS Jobs 2
- 2011 Census

## 2. Staff in Post

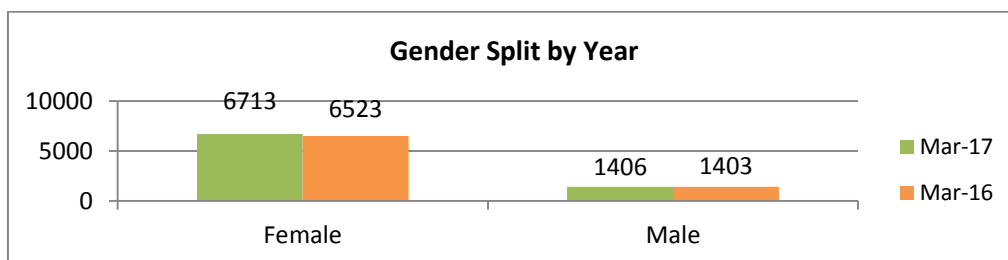
	Mar-17				Mar-16				% Change (+/-)
	Total	%	FTE	%	Total	%	FTE	%	
Add Prof Scientific and Technic	213	2.6%	184.93	2.6%	199	2.5%	173.63	2.6%	6.5%
Additional Clinical Services	1666	20.5%	1396.67	20.0%	1526	19.3%	1258.61	18.5%	11.0%
Administrative and Clerical	1587	19.5%	1354.69	19.4%	1534	19.4%	1300.43	19.2%	4.2%
Allied Health Professionals	590	7.3%	518.46	7.4%	568	7.2%	498.42	7.3%	4.0%
Estates and Ancillary	814	10.0%	610.66	8.7%	800	10.1%	600.04	8.8%	1.8%
Healthcare Scientists	152	1.9%	142.30	2.0%	156	2.0%	148.81	2.2%	-4.4%
Medical and Dental	771	9.5%	740.44	10.6%	794	10.0%	758.73	11.2%	-2.4%
Nursing and Midwifery Registered	2311	28.5%	2021.52	29.0%	2333	29.4%	2039.07	30.0%	-0.9%
Students	15	0.2%	11.79	0.2%	16	0.2%	12.29	0.2%	-4.1%
<b>Grand Total</b>	<b>8119</b>		<b>6981.5</b>		<b>7926</b>		<b>6790.0</b>		<b>2.8%</b>

4. The number of Full Time Equivalent (FTE) staff in post increased by 191.5 over the 12 months to 6981.5 WTE in March 2017 compared with 6790 WTE in March 2016. Staff Groups that saw an increase include Additional Clinical Services with an 11% increase in staffing due to a rise in Healthcare Assistants, Additional Professional, Scientific & Technical Staff (6.5% increase), Administrative & Clerical (4.2% increase) and Allied Health Professionals (4.0% increase). The overall change in the workforce was a 2.8% increase in FTE.
5. In terms of the actual number of staff in post this increased by 193 from 7926 in 2016 to 8119 in 2017.

### 2.1 Staff in Post by Gender



6. The above charts show staff by gender & pay band. The majority of pay bands had a greater proportion of females than males with the exception of Medical.



7. Overall the proportion of males in the workforce decreased very slightly to 17.3% in 2017 compared to 17.7% in 2016. These figures for the Trust are in line with the gender balance in the wider NHS and are due to the higher proportion of women in nursing and therapy roles. In comparison, in the wider population the latest figures show that there are 53% Males and 47% Females within the Yorkshire & Humber region who are economically active. (Source: Census 2011).
8. In line with statutory requirements, the Trust will be publishing its gender pay gap data by 30 March 2018

## **2.2 Staff in Post by Religion or Belief**

9. There was a very slight increase in the number of staff declaring their religion or belief; in March 2017 the figure was 72% which compares with 70.7% in 2015. The usefulness of these data continues to be undermined by the level of undefined and prefer not to disclose, meaning that we did not have declarations for 28% of our workforce. When the Trust completes the introduction of Employee Self Service for the Employee Staff Record (ESR) early in 2018 the plan is to encourage staff to update their record and this will be one of the areas we focus on to increase the number of meaningful declarations.

	<b>Mar-17</b>	<b>Mar-16</b>
<b>Religious Belief</b>	<b>%</b>	<b>%</b>
Atheism	8.5	7.4
Buddhism	0.4	3.8
Christianity	51.8	52.1
Hinduism	1.4	1.4
Islam	3.8	3.6
Jainism	0.0	0.0
Judaism	0.1	0.1
Sikhism	0.2	0.2
Other	5.9	5.7
Preferred Not to Disclose	19.4	19.3
Undefined	8.6	10.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>

## **2.3 Staff in Post by Religion or Belief and Sexual Orientation**

10. Declaration of Sexual Orientation increased from 69.9% in 2016 to 72.1% in 2017, which is a positive result.

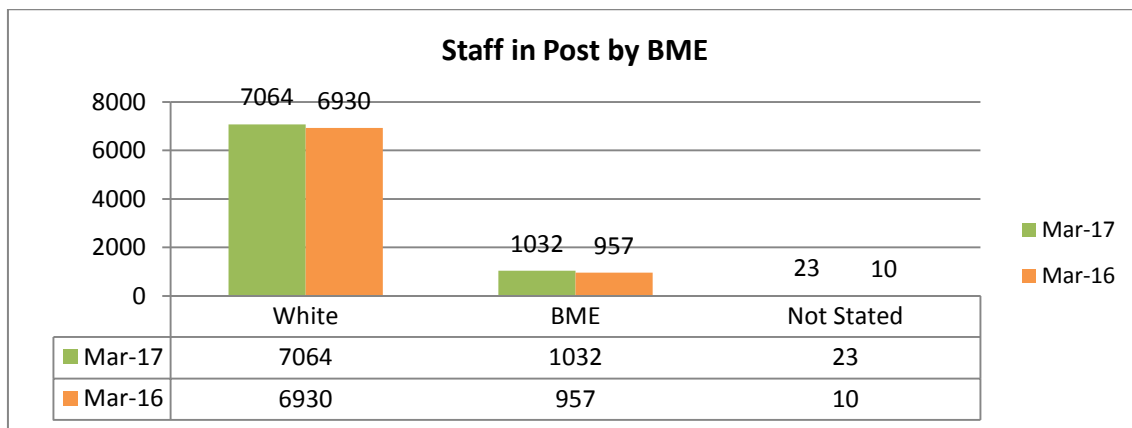
	<b>Mar-17</b>	<b>Mar-16</b>
<b>Sexual Orientation</b>	<b>%</b>	<b>%</b>
Heterosexual	70.9	68.8
Gay	0.6	0.6
Lesbian	0.4	0.3
Bisexual	0.2	0.2
Preferred Not to Disclose	19.3	20.1
Undefined	8.6	10.0
<b>Total</b>	<b>100</b>	<b>100</b>

11. Whilst this improvement is welcomed, it is recognised that we still do not have an indication from approximately 30% of staff. This means that this data needs to be treated with caution. For example, only 1.1% of staff indicated that they were lesbian, gay or bisexual (LGB) in 2016 yet according to Stonewall it is likely that some 6% of our staff will be LGB.

12. Again, this is something we will seek to address once ESR Employee Self Service is fully rolled out. It is hoped that this will lead to an increase in the number of staff declaring their sexual orientation.

### 2.3 Staff in Post by Ethnicity

13. The proportion of Black, Asian and Minority Ethnic (BAME) staff continued to rise and was 12.7% in 2016/17 compared to 12.1% in 2015/16 and 11.2% in 2014/15. The level of BAME staff for 2016/17 continues to be well above the level identified by the 2011 Census for the Yorkshire & Humber Region; this showed a population of 11.2% for the BAME group.



14. The above chart provides a comparison between the number of white and BAME staff across the last two years.

15. The charts below provides an analysis by the high level BAME categories. As can be seen, by far the greatest proportion is from an Asian background representing 66% of BAME staff which is in line with the 2011 Census results for this area.

	Mar-17	Mar-16
<b>Analysis of BAME Staff</b>	<b>%</b>	<b>%</b>
Asian	66	67
Black	15	14
Chinese & Other	11	11
Mixed	8	8
Total	<b>100</b>	<b>100</b>

## 2.4 Staff in Post by Age

16. The table below gives a breakdown of staff by age band. In 2016/17 the highest proportion of staff was in the 51-60 age range, representing 26.3% of the workforce.
17. There was an increase in the number of employees over 50 with them representing over 32.6% of the workforce in 2016/17, an increase from 32.3% in 2016. This is an issue that the Trust continues to monitor in view of the potential implications of an aging workforce.

Age Band	Mar-17		Mar-16	
	No.	%	No.	%
Under 21	62	0.8	41	0.5
21-30	1511	18.6	1416	17.7
31-40	1785	22.0	1784	22.6
41-50	2112	26.0	2127	26.9
51-60	2132	26.3	2103	26.5
61-65	415	5.1	355	4.5
Over 66	102	1.3	100	1.3
<b>Total</b>	<b>8119</b>	<b>100.0</b>	<b>7926</b>	<b>100.0</b>

## 2.4 Staff in Post by Disability

Disability	Mar-17		Mar-16	
	No.	%	No.	%
Yes	277	3.4	287	3.6
No	6067	74.8	5561	70.2
Undefined	1294	15.9	1513	19.1
Preferred Not to Disclose	481	5.9	565	7.1
<b>Total</b>	<b>8119</b>	<b>100.0</b>	<b>7926</b>	<b>100.0</b>

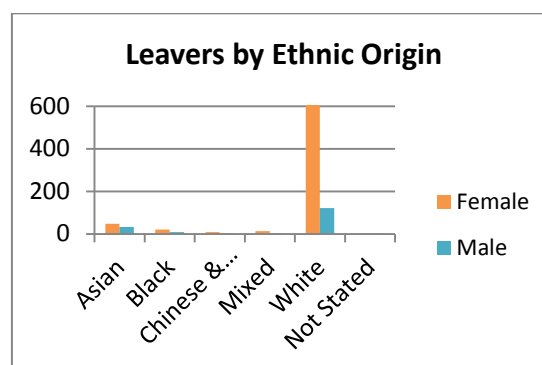
18. There was again a reduction in the number of staff declaring that they have a disability; the 2017 figure of 3.4% compares with 3.6% in 2016 and 3.7% in 2015. These levels of declaration on ESR compare with a declaration rate of 22.2% in the Trust's 2016 NHS Staff Survey. This trend and the overall levels of declaration remain extremely disappointing in view of the amount of effort that is being put into improving the culture in the organisation.
19. Again, once Employee Self Service is introduced for ESR, the plan is encourage staff to update their record and declare if they have a disability or long term condition

### 3. Leavers

#### 3.1 Leavers by Ethnicity

20. There were 915 leavers in 2016/17 giving a turnover rate of 11.4%, which compares to 10.2% in both 2016 and 2015. Whilst this represents an increase of more than 1%, the overall rate still remains within the parameters of a healthy level for the NHS.

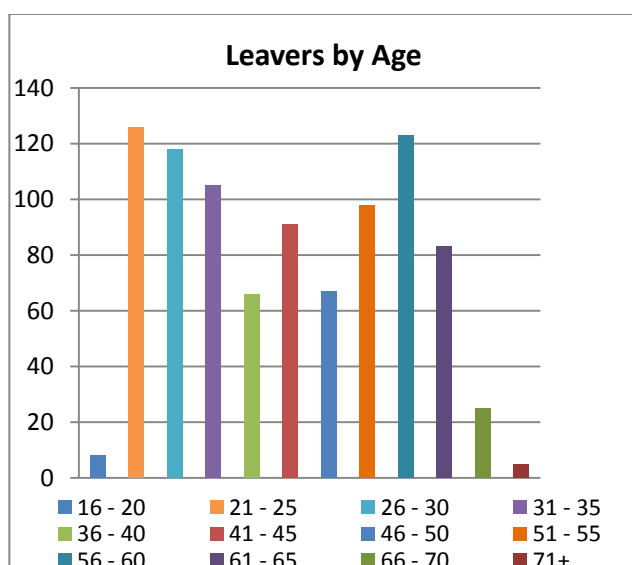
Ethnic Group	Gender		No.	%
	Female	Male		
Asian	48	33	81	8.9
Black	20	8	28	3.1
Chinese/Other	8	3	11	1.2
Mixed	13	3	16	1.7
White	655	122	777	84.9
Not Stated	1	1	2	0.2
<b>Total</b>	<b>745</b>	<b>170</b>	<b>915</b>	<b>100.0</b>
<b>Gender</b>	<b>81.4%</b>	<b>18.6%</b>		



21. The turnover rate for BAME staff was 14.9% which is an increase of 1.6% on the 2016 rate of 13.3%. This doesn't compare favourably with the proportion of BAME staff in post which stood at 12.7% in March 2017 and as such will need to be monitored to make sure it doesn't become a cause of real concern.

#### 3.2 Leavers by Age Band

22. The highest proportion of leavers was from the age band 21-25 at 13.8%, followed by the age band 56-60 at 13.4%.



Age Band	Gender			Age %
	Female	Male	Total	
16 - 20	8	0	8	0.9
21 - 25	105	21	126	13.8
26 - 30	96	22	118	12.9
31 - 35	79	26	105	11.5
36 - 40	51	15	66	7.2
41 - 45	73	18	91	9.9
46 - 50	54	13	67	7.3
51 - 55	86	12	98	10.7
56 - 60	105	18	123	13.4
61 - 65	69	14	83	9.1
66 - 70	16	9	25	2.7
71+	3	2	5	0.5
<b>Total</b>	<b>745</b>	<b>170</b>	<b>915</b>	<b>100.0</b>

### 3.2 Leavers by Disability

23. Just over 80% of leavers declared their disability status with 4.7% of these declaring a disability. This was a higher rate than declared by staff in post (3.4%) which may indicate that staff were more comfortable disclosing when they were leaving the Trust.

Disability	Gender		Total	%
	Female	Male		
Yes	29	14	43	4.7
No	576	123	699	76.4
Prefer Not to Disclose	47	9	56	6.1
Undefined	93	24	117	12.8
<b>Total</b>	<b>745</b>	<b>170</b>	<b>915</b>	<b>100.0</b>

### 3.3 Leavers by Sexual Orientation

24. The numbers of leavers that declared their sexual orientation were consistent with the levels of disclosure for staff in post.

Sexual Orientation	Gender		Total	%
	Female	Male		
Heterosexual	508	102	610	66.7
Gay	1	8	9	1.0
Lesbian	2	0	2	0.2
Bisexual	1	2	3	0.3
Undefined	50	13	63	6.8
Prefer Not to Disclose	183	45	228	24.9
<b>Total</b>	<b>745</b>	<b>170</b>	<b>915</b>	<b>100.0</b>

### 3.4 Religious or Belief

25. Over 22% of leavers declared a religion or belief other than 'Christianity', of these 7.9% declared themselves as 'Atheist' which is only slightly higher than the level for staff in post of 7.4%.

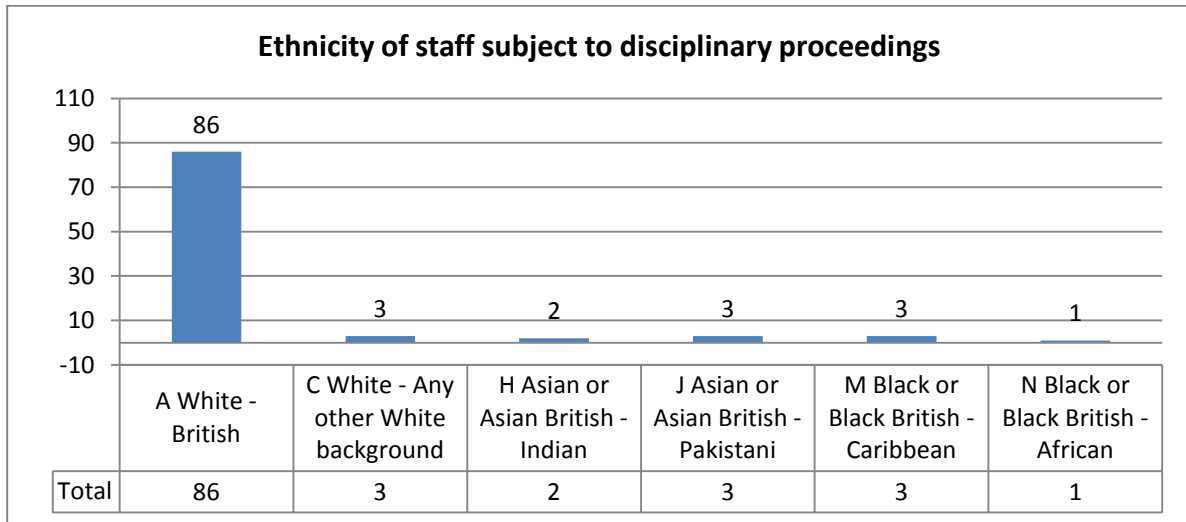
Religion or Belief	Gender		Total	%
	Female	Male		
Atheism	53	19	72	7.9
Buddhism	3	3	6	0.7
Christianity	398	52	450	49.1
Hinduism	3	5	8	0.9
Islam	24	25	49	5.4
Other	55	11	66	7.2
Sikhism	2	1	3	0.3
Undefined	48	12	60	6.6
Prefer Not to Disclose	159	42	201	21.9
<b>Total</b>	<b>745</b>	<b>170</b>	<b>915</b>	<b>100.0</b>



#### 4. Employee Relations

26. The Employee relations data reflects new cases that commenced during the period April 2016 – March 2017 regardless of stage they had reached by the end of the period.

##### 4.1 Disciplinary



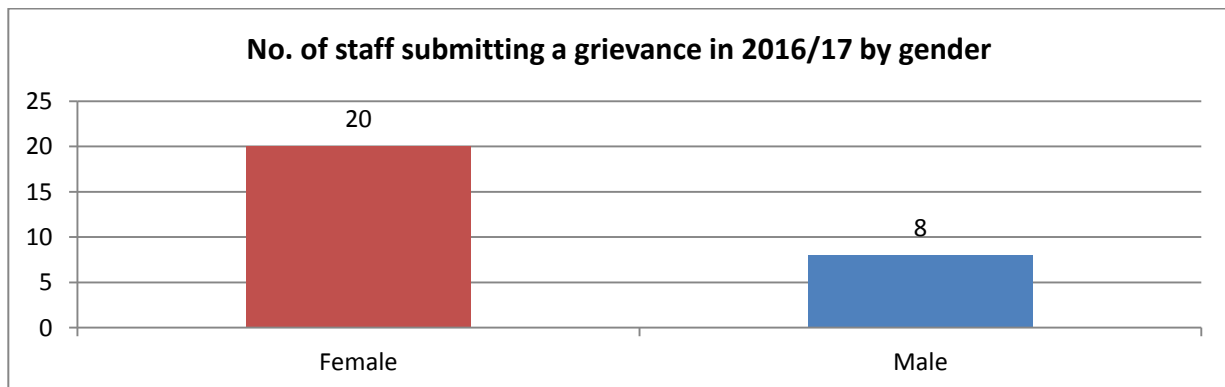
27. Over the period specified there were 98 new disciplinary cases. Of these 21 (21.4%) were for males and 77 females (78.6%). There were 9 cases involving BAME Staff which equates to 9.2% and this compares very favourably with the proportion of BAME staff in the workforce of 12.7%. This indicates that during 2017 BAME staff were less likely to entering formal processes than white colleagues.

28. This is reassuring since our score on Metric 3 (Relatively likelihood of BAME staff entering formal disciplinary processes) in the 2017 Workforce Race Equality Standard (WRES) was 1.26:1 indicating that BAME staff were more likely to enter formal proceedings. However, the WRES metric is based on a two year average and so still reflects the higher proportion of BAME staff disciplined in 2016.

##### 4.2 Grievances

29. Grievance proceedings were brought by 28 staff in the period specified; 8 (28.6%) of these were males and 20 (71.4%) females. On the basis that males represent 17.3%, it can be seen that they were over represented in formal grievance proceedings.

30. All grievances submitted were from staff with a White-British ethnic background.



### 4.3 Staff on Long Term Sickness (6 months and over)

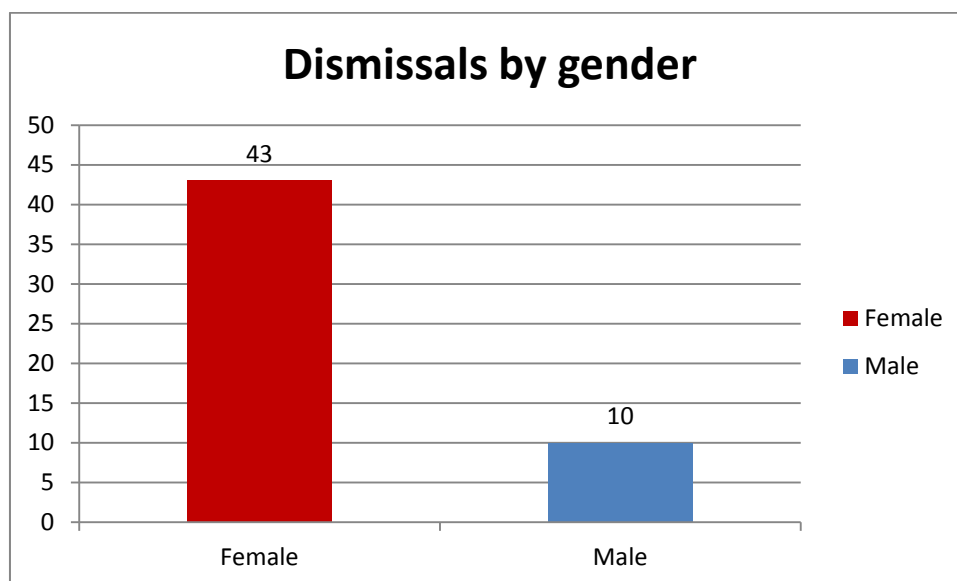
Ethnicity	Gender		Total	%
	Female	Male		
White - British	82	13	95	95.0
Asian or Asian British - Any other Asian background	1		1	1.0
Black or Black British - Caribbean		1	1	1.0
Black or Black British - African		1	1	1.0
Chinese	1		1	1.0
Undefined	1		1	1.0
<b>Total</b>	<b>85</b>	<b>15</b>	<b>100</b>	<b>100.0</b>

31. During the period April 2016 – March 2017 there were 100 people who had been off for over 6 months. Of these 85 were female, 15 were male and only 5 were from a BAME background. During this period 15 employees who had been of long term subsequently left the Trust.

### 4.4 Dismissals

32. There were 53 dismissals in the period specified; 28 (52.8%) on the grounds of capability. Of these:

- 10 (18.9%) were male and 43 (81.1%) were female, which is similar to the gender profile of the workforce
- Just 1(1.9%) was from a BAME background
- 32 declared their religion or belief with 24 Christians, 8 other faith and 21 not wishing to disclose this information
- 30 declared themselves as heterosexual and 13 stating did not wish to disclose this information.
- 36 responded to the question of disability with 6 (11.3% of the total) saying they had a disability



## 5. Training Data

### 5.1 Access to Training & Development – 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017

33. The tables below show the numbers for completed episodes, did not attends and withdrawals analysed by working pattern, job share, sexual orientation, religion & belief, gender, contract, disability, ethnicity and age for the period 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017.

#### a) Breakdown of Employees by Working Pattern

	Number of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Full Time	18370	51.6	1947	1883
Part Time	17218	48.3	1500	1653
Undefined	3	00.1	0	0
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

#### b) Breakdown of Employees who declared Job Share

	Number of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Yes	0	0.0	0	0
No	35591	100.0	3447	3536
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

#### c) Breakdown of Employees by Contract Type

	No of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Bank	160	0.4	4	13
Fixed Term Temp	1129	3.2	67	36
Honorary	3	0.0	0	0
Locum	12	0.0	1	1
Non-Exec Director & Chair	4	0.0	0	1
Permanent	34282	96.3	3375	3485
Retainer Scheme	1	0.0	0	0
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

#### d) Breakdown of Employees who declared Sexual Orientation

	Number Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Heterosexual	25045	70.4	2464	2607
Bisexual	117	0.3	17	12
Gay	190	0.5	32	44
Lesbian	138	0.4	21	12
Preferred Not to Disclose	6930	19.5	643	624
Undefined	3171	8.9	270	237
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

#### e) Breakdown of Employees who have declared a disability

	No of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Yes	1223	3.4	105	115
No	25642	72.	2493	2669
Preferred Not to Disclose	2080	5.8	155	702
Undefined	6646	18.7	694	550
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

f) Ethnic Origin

	Number of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
A White - British	29954	84.2	2733	2972
B White - Irish	189	0.5	17	21
C White - Any other White	595	1.7	90	51
CB White Scottish	12	0.0	1	0
CC White Welsh	1	0.0	0	0
CK White Italian	111	0.3	13	8
CP White Polish	4	0.0	3	6
CY White Other European	43	0.1	11	1
D Mixed - White & Black Caribbean	125	0.4	12	15
E Mixed - White & Black African	53	0.1	16	11
F Mixed - White & Asian	56	0.2	5	6
G Mixed - Any other mixed	100	0.3	2	2
GA Mixed - Black & Asian	10	0.0	1	0
GD Mixed - Chinese & White	5	0.0	0	4
H Asian or Asian British-Indian	1637	4.6	207	208
J Asian or Asian British-Pakistani	920	2.6	114	89
K Asian or Asian British-Bangladeshi	22	0.1	7	2
L Asian or Asian British-Any other Asian	516	1.4	60	55
LK Asian Unspecified	17	0.0	6	4
M Black or Black British - Caribbean	129	0.4	13	6
N Black or Black British - African	618	1.7	86	41
P Black or Black British - Any other Black	15	0.0	1	0
R Chinese	89	0.3	6	6
S Any Other Ethnic Group	288	0.8	35	21
SE Other Specified	14	0.0	0	0
Z Not Stated	62	0.2	8	7
Undefined	6	0.0	0	0
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

g) Breakdown of Employees by Age Banding

	Number of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
16 - 19	2491	7.0	227	317
20 - 29	12912	36.3	1400	1124
30 - 39	9609	27.0	891	894
40 - 49	6506	1.3	532	742
50 - 59	2491	7.0	132	279
60 - 68	515	1.4	36	79
Undefined	1067	3.0	229	101
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

h) Breakdown of Employees by Gender

	Number of Episodes Completed	%	Number Did Not Attend on the Day	Number of Withdrawals
Female	30530	85.8	3058	3219
Male	5061	14.2	389	317
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

**i) Breakdown of Employees who declared a Religion or Belief**

	<b>Number of Episodes Completed</b>	<b>%</b>	<b>Number Did Not Attend on the Day</b>	<b>Number of Withdrawals</b>
<b>Atheism</b>	2828	7.9	330	334
<b>Buddhism</b>	127	0.4	10	11
<b>Christianity</b>	18806	52.8	1834	1909
<b>Hinduism</b>	508	1.4	65	66
<b>Islam</b>	1142	3.2	130	105
<b>Judaism</b>	19	0.1	4	1
<b>Other</b>	2186	6.1	220	204
<b>Sikhism</b>	72	0.2	6	15
<b>Preferred Not to Disclose</b>	6780	19.0	585	659
<b>Undefined</b>	3123	8.8	263	232
<b>Total</b>	<b>35591</b>	<b>100.0</b>	<b>3447</b>	<b>3536</b>

## 5.2 Access to Corporate Staff Induction – 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017

29. The tables below show the number of staff that attended and did not attend corporate staff induction analysed by working pattern, job share, sexual orientation, religion & belief, gender, contract, disability, ethnicity and age for the period 1<sup>st</sup> April 2015 to 31<sup>st</sup> March 2016.

### a) Breakdown of Employees by Working Pattern

	Number Attended	%	Number Did Not Attend on the Day
Full Time	534	69.3	77
Part Time	236	30.6	56
Undefined	1	0.1	0
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

### b) Breakdown of Employees by Job Share

	Number Attended	%	Number Did Not Attend on the Day
Yes	0	0.0	0
No	771	100.0	133
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

### c) Breakdown of Employees by Contract Type

	Number Attended	%	Number Did Not Attend on the Day
Bank	17	2.2	5
Fixed Term Temp	98	12.7	11
Non Exec Director/Chair	4	0.5	1
Permanent	652	84.6	116
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

### d) Breakdown of Employees by Sexual Orientation

	Number Attended	%	Number Did Not Attend on the Day
Bisexual	3	0.4	0
Gay	11	1.4	2
Heterosexual	604	78.3	96
Preferred Not to Disclose	151	19.6	32
Lesbian	1	0.1	1
Undefined	1	0.1	2
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

### e) Breakdown of Employees Religion or Belief

	Number Attended	%	Number Did Not Attend on the Day
Atheism	101	13	19
Buddhism	6	0.8	0
Christianity	386	50.2	61
Hinduism	20	2.6	0
Preferred Not to Disclose	139	18.1	25
Islam	48	6.3	4
Judaism	1	0.1	0
Other	63	8	22
Sikhism	4	0.5	0
Undefined	3	0.4	2
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

**f) Ethnic Origin**

	Number Attended	%	Number Did Not Attend on the Day
A White – British	571	74.1	114
B White – Irish	7	0.9	0
C White - Any other White background	33	4.3	5
Cf White – Greek	1	0.1	0
Cy White – Other European	1	0.1	0
D Mixed - White & Black Caribbean	4	0.5	1
E Mixed - White & Black African	3	0.4	0
F Mixed - White & Asian	3	0.4	0
G Mixed - Any other mixed	3	0.4	0
H Asian/Asian British – Indian	54	7.0	4
J Asian/Asian British – Pakistani	41	5.3	3
K Asian/Asian British – Bangladeshi	1	0.1	0
L Asian/Asian British - Any other Asian	13	1.7	1
M Black/Black British – Caribbean	4	0.5	1
N Black/Black British – African	18	2.	4
P Black/Black British – Any other Black	2	0.2	0
R Chinese	2	0.3	0
S Any Other Ethnic Group	7	0.9	0
Not Stated	3	0.4	0
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

**g) Breakdown of Employees by Gender**

	Number Attended	%	Number of Did Not Attend on the Day
Female	622	80.7	112
Male	149	19.3	21
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

**h) Breakdown of Employees who have declared a disability**

	Number Attended	%	Number Did Not Attend on the Day
No	738	95.7	116
Preferred Not to Disclose	6	0.8	4
Undefined	10	1.3	8
Yes	17	2.2	5
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

**i) Breakdown of Employees by Age Banding**

	Number Attended	%	Number Did Not Attend on the Day
16 - 19	22	2.8	1
20 - 29	285	37	46
30 - 39	186	24	21
40 - 49	148	19.2	32
50 - 59	94	12.2	22
60 - 68	12	1.6	1
Undefined	24	3.2	10
<b>Total</b>	<b>771</b>	<b>100.0</b>	<b>133</b>

## 6. Recruitment Activity

30. The following information covers the period April 2016 to March 2017 for applications submitted through NHS Jobs. Overall in the period:

- 1,130 posts were advertised
- 23,545 applications were received
- There were 1,103 new starters; however, the number of new starters is not linked directly to the posts that have been advertised as the information has been obtained from a different source.

### 6.1 By Gender

Gender	Applied	%	Shortlisted	%
Male	5139	21.8	1307	17.7
Female	18325	77.8	6053	82.0
Undisclosed	81	0.3	23	0.3
<b>Total</b>	<b>23545</b>	<b>100</b>	<b>7383</b>	<b>100.0</b>

31. The table above shows that 77.8% of applications were from females compared to 21.8% from males. This shows a decrease in the number of applications from Males on 2015/16 of 23.2%. When you look at the percentage of shortlisted applications by gender, the percentage of females increases to 82%.

### 6.2 By Ethnicity

Ethnic Group	Applied	%	Shortlisted	%
White	17490	74.3	5808	78.7
Asian	3739	15.9	939	12.8
Mixed	411	1.7	100	1.3
Black	1172	5.1	343	4.6
Other	343	1.4	77	1.1
Undisclosed	390	1.7	116	1.6
<b>Total</b>	<b>23545</b>	<b>100.0</b>	<b>7383</b>	<b>100.0</b>

32. 24.1% of applicants were from a BAME background with 19.8% shortlisted, a slight increase in the proportion shortlisted on last year (19.4%)

### 6.3 By Sexual Orientation

Sexual Orientation	Applied	%	Shortlisted	%
Lesbian	146	0.6	38	0.6
Gay	349	1.5	131	1.3
Bisexual	266	1.1	71	1.0
Heterosexual	21219	90.1	6729	91.2
Undisclosed	165	6.7	414	5.9
<b>Total</b>	<b>23545</b>	<b>100.0</b>	<b>7383</b>	<b>100.0</b>

33. In terms of sexual orientation, 3.2% of applicants and same percentage of those shortlisted indicated they were lesbian/gay/bisexual.



#### 6.4 By Religion or Belief

Religion or Belief	Applied	%	Shortlisted	%
Atheism	3170	13.5	1020	13.8
Buddhism	100	0.4	23	0.3
Christianity	11453	48.6	3936	53.3
Hinduism	401	1.7	78	1.1
Islam	3015	12.8	727	9.8
Jainism	5	0.0	1	0.0
Judaism	17	0.1	7	0.1
Sikhism	105	0.4	34	0.5
Other	2834	12.0	815	11.0
Undisclosed	2445	10.4	742	10.1
<b>Total</b>	<b>23545</b>	<b>100.0</b>	<b>7383</b>	<b>100.0</b>

#### 6.5 By Age Profile

Age Band	Applied	%	Shortlisted	%
Under 19	516	2.1	133	1.8
20 to 24	4496	19.1	1191	16.1
25 to 29	5003	21.2	1429	19.4
30 to 34	3325	14.1	996	13.5
35 to 39	2618	11.1	847	11.5
40 to 44	2190	9.3	786	10.6
45 to 49	2,098	8.9	735	10.0
50 to 54	1758	7.5	703	9.5
55 to 59	1116	4.7	426	5.8
60 to 64	353	1.5	107	1.4
65 to 69	44	0.2	19	0.3
70 and over	9	0.1	6	0.1
Undisclosed	19	0.1	5	0.1
<b>Total</b>	<b>23545</b>	<b>100.0</b>	<b>7383</b>	<b>100.0</b>

#### 6.6 By Disability

Disability	Applied	%	Shortlisted	%
Yes	1059	4.5	386	5.2
No	22221	94.4	6902	93.5
Undisclosed	265	1.1	95	1.3
<b>Total</b>	<b>23,545</b>	<b>100.0</b>	<b>7,383</b>	<b>100.0</b>

34. It is worthy of note that the proportion of candidates indicating a disability increased from 4.5% at the application stage to 5.2% at the shortlisting stage. However, these numbers are low compared to the 18% to 20% of people who indicated a disability or long term condition in the 2011 Census.