

WORKFORCE EQUALITY PROFILE
November 2012

ETHNICITY	English Working Age Population	ALL NHS CB STAFF			VERY SENIOR MANAGERS		
		NHS Staff Affected by Transition	Appointed to Date	Applied to Date	NHS VSMs Affected by Transition	Appointed to Date	Applied to Date
WHITE	91.0%	81.9%	88.7%	64.7%	91.2%	95.8%	81.3%
British			85.3%	58.1%		93.0%	74.2%
Irish			0.9%	1.9%		0.0%	4.2%
Other White Background			2.6%	4.7%		2.8%	2.9%
NON-WHITE	9.0%	12.1%	7.4%	32.1%	3.3%	4.2%	15.2%
Black / Black British	2.4%	1.3%	1.3%	10.6%	1.4%	1.4%	4.0%
African			0.9%	8.4%		0.0%	2.0%
Caribbean			0.4%	1.7%		1.4%	1.7%
Other Black Background			0.0%	0.5%		0.0%	0.3%
Chinese	0.5%	0.4%	0.4%	0.6%	1.4%	0.3%	0.3%
Asian / Asian British	4.6%	3.5%	3.5%	17.1%	1.4%	1.4%	7.6%
Bangladeshi			1.3%	1.3%		1.4%	0.5%
Indian			1.3%	5.8%		0.0%	1.9%
Pakistani			0.4%	7.3%		0.0%	3.0%
Other Asian Background			0.4%	2.7%		0.0%	2.2%
Mixed	0.9%	2.2%	2.2%	2.8%	0.0%	0.0%	3.2%
Asian and White			0.0%	0.5%		0.0%	0.8%
Black African and White			0.0%	1.1%		0.0%	1.2%
Black Caribbean and White			0.4%	0.5%		0.0%	0.0%
Other Mixed Background			1.7%	0.7%		0.0%	1.2%
Other Ethnic Group	0.5%	0.0%	0.0%	1.1%	0.0%	0.0%	0.0%
UNDISCLOSED	0.0%	6.0%	3.9%	3.2%	5.5%	0.0%	3.5%

AGE RANGE	COMPARITORS English Working Age Population	ALL NHS CB STAFF			VERY SENIOR MANAGERS		
		NHS Staff Affected by Transition	Appointed to Date	Applied to Date	NHS VSMs Affected by Transition	Appointed to Date	Applied to Date
DISCLOSED	100.0%	99.6%	81.4%	93.3%	99.6%	94.4%	92.7%
19 and Under	4.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%
20-29	21.6%	9.0%	1.7%	15.2%	0.0%	0.0%	2.9%
30-39	21.0%	23.9%	9.1%	24.0%	3.7%	4.2%	5.2%
40-49	23.2%	33.0%	42.9%	31.9%	40.6%	53.5%	39.8%
50-59	19.1%	27.3%	26.0%	20.6%	52.0%	32.4%	42.8%
60 and Over	11.0%	6.3%	1.7%	1.5%	3.3%	4.2%	2.0%
UNDISCLOSED	0.0%	0.4%	18.6%	6.7%	0.4%	5.6%	7.3%

GENDER	ALL NHS CB STAFF			VERY SENIOR MANAGERS		
	NHS Staff Affected by Transition	Appointed to Date	Applied to Date	NHS VSMs Affected by Transition	Appointed to Date	Applied to Date
DISCLOSED	99.8%	97.0%	99.0%	99.8%	98.6%	98.3%
Male	28.3%	49.8%	51.3%	45.9%	59.2%	57.5%
Female	71.5%	47.2%	47.7%	53.9%	39.4%	40.8%
UNDISCLOSED	0.2%	3.0%	1.0%	0.2%	1.4%	1.7%

SEXUAL ORIENTATION	ALL NHS CB STAFF			VERY SENIOR MANAGERS		
	NHS Staff Affected by Transition	Appointed to Date	Applied to Date	NHS VSMs Affected by Transition	Appointed to Date	Applied to Date
DISCLOSED	N/A	90.0%	92.3%	N/A	93.0%	91.2%
Lesbian/Gay/Bisexual/Transexual/Transgender	N/A	3.5%	2.4%	N/A	1.4%	2.5%
Heterosexual	N/A	86.6%	89.8%	N/A	91.5%	88.7%
UNDISCLOSED	N/A	10.0%	7.7%	N/A	7.0%	8.8%

RELIGIOUS BELIEF	ALL NHS CB STAFF			VERY SENIOR MANAGERS		
	NHS Staff Affected by Transition	Appointed to Date	Applied to Date	NHS VSMs Affected by Transition	Appointed to Date	Applied to Date
DISCLOSED	N/A	83.5%	87.1%	N/A	87.3%	82.3%
Atheism	N/A	15.6%	8.9%	N/A	16.9%	13.0%
Buddhism	N/A	0.0%	0.9%	N/A	0.0%	0.7%
Christianity	N/A	62.8%	55.4%	N/A	67.6%	59.9%
Hinduism	N/A	0.9%	3.2%	N/A	0.0%	1.5%
Islam	N/A	1.7%	11.9%	N/A	1.4%	4.2%
Jainism	N/A	0.0%	0.1%	N/A	0.0%	0.3%
Judaism	N/A	0.9%	0.5%	N/A	1.4%	0.5%
Sikhism	N/A	0.0%	1.5%	N/A	0.0%	0.5%
Other	N/A	1.7%	4.8%	N/A	0.0%	1.7%
UNDISCLOSED	N/A	16.5%	12.9%	N/A	12.7%	17.7%

DISABILITY	ALL NHS CB STAFF			VERY SENIOR MANAGERS		
	NHS Staff Affected by Transition	Appointed to Date	Applied to Date	NHS VSMs Affected by Transition	Appointed to Date	Applied to Date
DISCLOSED	57.4%	93.9%	97.9%	55.3%	93.0%	96.6%
Disabled	3.2%	2.6%	5.2%	2.0%	2.8%	4.6%
Not Disabled	54.2%	91.3%	92.7%	53.3%	90.1%	92.1%
UNDISCLOSED	42.6%	6.1%	2.1%	44.7%	7.0%	3.4%