

Race/Ethnicity (Prefer not to say/No Info)			Unit	% of workforce
Prefer not to say	1	1.02%	25	0.72%
*Not specified/Unknown	25	25.51%	1104	31.58%
Grand Total	26	26.53%	1,129	32%

Race/Ethnicity (Total Response Overview)			Unit	% of workforce
Yes - Total Ethnicity Data Response	72	73.47%	2,367	67.71%
No - Total Ethnicity Data Response	26	26.53%	1,129	32.29%
Grand Total	98	100.00%	3,496	100%

Religion or Belief			Unit	% of workforce
Buddhist	0	0.00%	16	0.46%
Christian	36	36.73%	1189	34.01%
Hindu	0	0.00%	59	1.69%
Jewish	0	0.00%	6	0.17%
Muslim	3	3.06%	94	2.69%
Sikh	0	0.00%	12	0.34%
Other	1	1.02%	83	2.37%
No religion	21	21.43%	571	16.33%
Prefer not to say	7	7.14%	270	7.72%
*Not specified/Unknown	30	30.61%	1,196	34.21%
Grand Total	98	100.00%	3,496	100%

Sexual Orientation			Unit	% of workforce
Bi-sexual	0	0.00%	25	0.72%
Heterosexual/Straight	58	59.18%	1,836	52.52%
Homosexual/Gay Man	1	1.02%	32	0.92%
Homosexual/Lesbian Woman	0	0.00%	20	0.57%
Other	0	0.00%	39	1.12%
Prefer not to say	8	8.16%	324	9.27%
*Not specified/Unknown	31	31.63%	1220	34.90%
Grand Total	98	100.00%	3,496	100%

Marriage or Civil Partnership			Unit	% of workforce
Divorced/Dissolved Civil Partnership	3	3.06%	115	3.29%
In a registered civil partnership	0	0.00%	8	0.23%
Married	40	40.82%	702	20.08%
Never married and never had a civil partnership	7	7.14%	453	12.96%
Separated, but still legally married/in a civil partnership	1	1.02%	25	0.72%
Widowed	1	1.02%	9	0.26%
Prefer not to say	0	0.00%	45	1.29%
*Not specified/Unknown	46	46.94%	2,139	61.18%
Grand Total	98	100.00%	3,496	100%

Gender Reassignment			Unit	% of workforce
Yes - Gender identity the same as the gender assigned at birth	46	46.94%	1,453	41.56%
No - Gender identity not the same as the gender assigned at birth	0	0.00%	12	0.34%
Prefer not to say	2	2.04%	25	0.72%
*Not specified/Unknown	50	51.02%	2,006	57.38%
Grand Total	98	100.00%	3,496	100%

Pregnancy and Maternity			Unit	% of workforce
Maternity	0	0.00%	43	1.23%
Non-maternity	98	100.00%	3,453	98.77%
Grand Total	98	100.00%	3,496	100%

Non-Disclosure/Not Specified Overview		Unit (Occurrences) *
Protected Characteristics:		
Disability		1,146
Race/Ethnicity		1,104
Religion or Belief		1,196
Sexual Orientation		1,220
Marriage or Civil Partnership		2,139
Gender Reassignment		2,006

* Unit refers to the number of occasions only, as opposed to number of employees as the incident of non-disclosure could be by the same employee across the characteristics.