Workforce Profile 31 March 2018

Staff Group		Headcount	Fte	Workforce %
Add Prof Scientific and Technic				
Add Prof Scientific and Technic Additional Clinical Services 401 349.09 16.08% Additional Clinical Services 401 349.09 16.08% Addinistrative and Clerical 511 437.50 20.49% Allied Health Professionals 166 132.20 6.66% Estates and Ancillary 154 116.53 6.17% Medical and Dental 128 110.50 5.133% Nursing and Midwifery Registered 931 834.81 37.33% Students 4 4.00 0.16% Age		2494	2157.85	
Additional Clinical Services Administrative and Clerical 511 437.50 20.49% Administrative and Clerical 511 437.50 20.49% Allied Health Professionals 166 132.20 6.66% Estates and Ancillary 154 116.53 6.17% Medical and Dental 128 110.50 5.13% Nursing and Midwifery Registered 931 834.81 37.33% 5.14 4.00 0.16% Age 16-20 6 6.00 0.24% 131-40 571 483.32 22.89% 131-40 571 483.32 22.89% 131-40 571 483.32 22.89% 141-50 721 630.68 28.91% 151-60 730 637.25 29.27% 161-70 167 125.83 6.70% 71 8.above 12 8.80 0.48% Disability 2370 2051.17 95.03% Ethnicity 2370 2051.17 95.03% Ethnicity 2370 2051.17 95.03% White - Any other White Dackground 50 42.79 2.00% White - Any other White Background 50 42.79 2.00% White English 1 0.67 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Unspecified 43 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black Caribbean 15 13.87 0.60% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Black Back Ground 9 8.50 0.36% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Black Back Ground 9 8.52 0.36% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Asian British - Any other Black background 9 8.48 0.36% Asian or Asian Bri	·	400	472.22	7.000/
Administrative and Clerical Allied Health Professionals 166 132.20 6.66% Medical and Dental 128 110.50 5.13% Medical and Dental 128 110.50 5.13% Medical and Dental 128 110.50 5.13% All 166 334.81 37.33% Students 4 4.00 0.16% Age Age 16-20 6 6.00 0.24% 21-30 287 265.97 11.51% 31-40 571 483.32 22.89% All 14-50 721 630.68 28.91% 51-60 730 637.25 29.27% 61-70 167 125.83 6.70% 71 & above 12 8.80 0.48% Disability Declared Disability 124 106.68 4.97% No Declared Disability 2370 2051.17 95.03% Ethnicity White - British 1932 1662.34 77.47% White - British 27 22.49 1.08% White - Any other White background 50 42.79 2.00% White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Black or Black British - African 49 43.23 1.96%				
Allied Health Professionals Estates and Ancillary 154 116.53 6.17% Medical and Dental 128 110.50 5.13% Nursing and Midwifery Registered 931 834.81 37.33% Students 4 4.00 0.16% Age 16-20				
Estates and Ancillary 154 116.53 6.17% Medical and Dental 128 110.50 5.13% Nursing and Midwifery Registered 931 834.81 37.33% 37.33% 34.40 0.16% Students 4 4.00 0.16% Age				
Medical and Dental 128 110.50 5.13% Nursing and Midwifery Registered 931 834.81 37.33% Students Students 34 4.00 0.16% Age				
Nursing and Midwifery Registered Students	,			
Students	Nursing and Midwifery Registered			
Age				
16-20				2.22/1
31-40		6	6.00	0.24%
31-40	21-30	287	265.97	11.51%
Head		571	483.32	
51-60 730 637.25 29.27% 61-70 167 125.83 6.70% 71 & above 12 8.80 0.48% Disability Declared Disability 124 106.68 4.97% No Declared Disability 2370 2051.17 95.03% Ethnicity White - British 1932 1662.34 77.47% White - British 27 22.49 1.08% White - Any other White background 50 42.79 2.00% White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White Unspecified 42 38.36 1.68% White Other European 4 3.41 0.16% White White & Black Caribbean 15 13.87 0.60% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Asian 11				
Declared Disability				
Disability 12 8.80 0.48% Declared Disability 124 106.68 4.97% No Declared Disability 2370 2051.17 95.03% Ethnicity White - British 1932 1662.34 77.47% White - Any other White background 50 42.79 2.00% White - Any other White background 50 42.79 2.00% White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White Traveller 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% <td></td> <td></td> <td></td> <td></td>				
Declared Disability				
Declared Disability 124 106.68 4.97% No Declared Disability 2370 2051.17 95.03%		12	0.00	0.4070
Ethnicity 2370 2051.17 95.03% Ethnicity White - British White - British White - Irish 27 1662.34 77.47% White - Irish White - Irish White - Any other White background White Northern Irish 1 0.67 0.04% White Unspecified White English White English 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian or Black British - Caribbean Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black or Black British -	•	124	106 68	4 97%
Ethnicity White - British White - British White - Irish 1932 1662.34 77.47% White - Irish White - Irish 27 22.49 1.08% White - Any other White background White Northern Irish White Unspecified White Unspecified White English White English White English White English White English White Other European White	•			
White - British 1932 1662.34 77.47% White - Irish 27 22.49 1.08% White - Any other White background 50 42.79 2.00% White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Splish 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British	·	2370	2031.17	33.0370
White - Irish 27 22.49 1.08% White - Any other White background 50 42.79 2.00% White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Slack Frican 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Any other Black background 9 8.48	•	1932	1662.34	77.47%
White - Any other White background 50 42.79 2.00% White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9				
White Northern Irish 1 0.67 0.04% White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1				
White Unspecified 42 38.36 1.68% White English 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00	,	1	0.67	
White English 1 0.64 0.04% White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
White Traveller 1 1.00 0.04% White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%	•			
White Other European 4 3.41 0.16% Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%	5			
Mixed - White & Black Caribbean 15 13.87 0.60% Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Mixed - White & Black African 4 3.60 0.16% Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%	•	•		
Mixed - White & Asian 11 10.55 0.44% Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black Or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Mixed - Any other mixed background 9 8.60 0.36% Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black Or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%		•		
Asian or Asian British - Indian 107 93.56 4.29% Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Asian or Asian British - Pakistani 35 31.80 1.40% Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Asian or Asian British - Bangladeshi 3 2.37 0.12% Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Asian or Asian British - Any other Asian background 9 8.52 0.36% Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Asian Punjabi 3 2.13 0.12% Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%	<u> </u>			
Black or Black British - Caribbean 48 42.53 1.92% Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Black or Black British - African 49 43.23 1.96% Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%	•			
Black or Black British - Any other Black background 9 8.48 0.36% Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Black Nigerian 1 1.07 0.04% Black Unspecified 1 1.00 0.04%				
Black Unspecified 1 1.00 0.04%				
·	5			
Chinese 1 0.80 0.04%	·			
	Chinese	1	0.80	0.04%



Any Other Ethnic Group	10	9.09	0.40%
Not Stated	121	104.95	4.85%
Gender			
Female	1984	1681.08	79.55%
Male	510	476.77	20.45%
Gender breakdown			
Female Director/CEO	3	3.00	50.00%
Male Director/CEO	3	3.00	50.00%
Female Senior Manager Band 8c & above	15	12.17	55.56%
Male Senior Manager Band 8c & above	12	12.00	44.44%
Female Employee other	1966	1665.91	79.89%
Male Employee other	495	461.77	20.11%
Religious Belief			
Atheism	284	249.31	11.39%
Buddhism	13	12.12	0.52%
Christianity	969	838.24	38.85%
Hinduism	29	26.78	1.16%
Not stated	884	754.46	35.45%
Islam	39	34.07	1.56%
Jainism	1	1.00	0.04%
Judaism	3	2.40	0.12%
Other	231	204.22	9.26%
Sikhism	41	35.25	1.64%
Sexual Orientation			
Bisexual	11	10.17	0.44%
Gay	20	18.63	0.80%
Heterosexual	1655	1439.38	66.36%
Not stated	791	674.84	31.72%
Lesbian	17	14.83	0.68%

