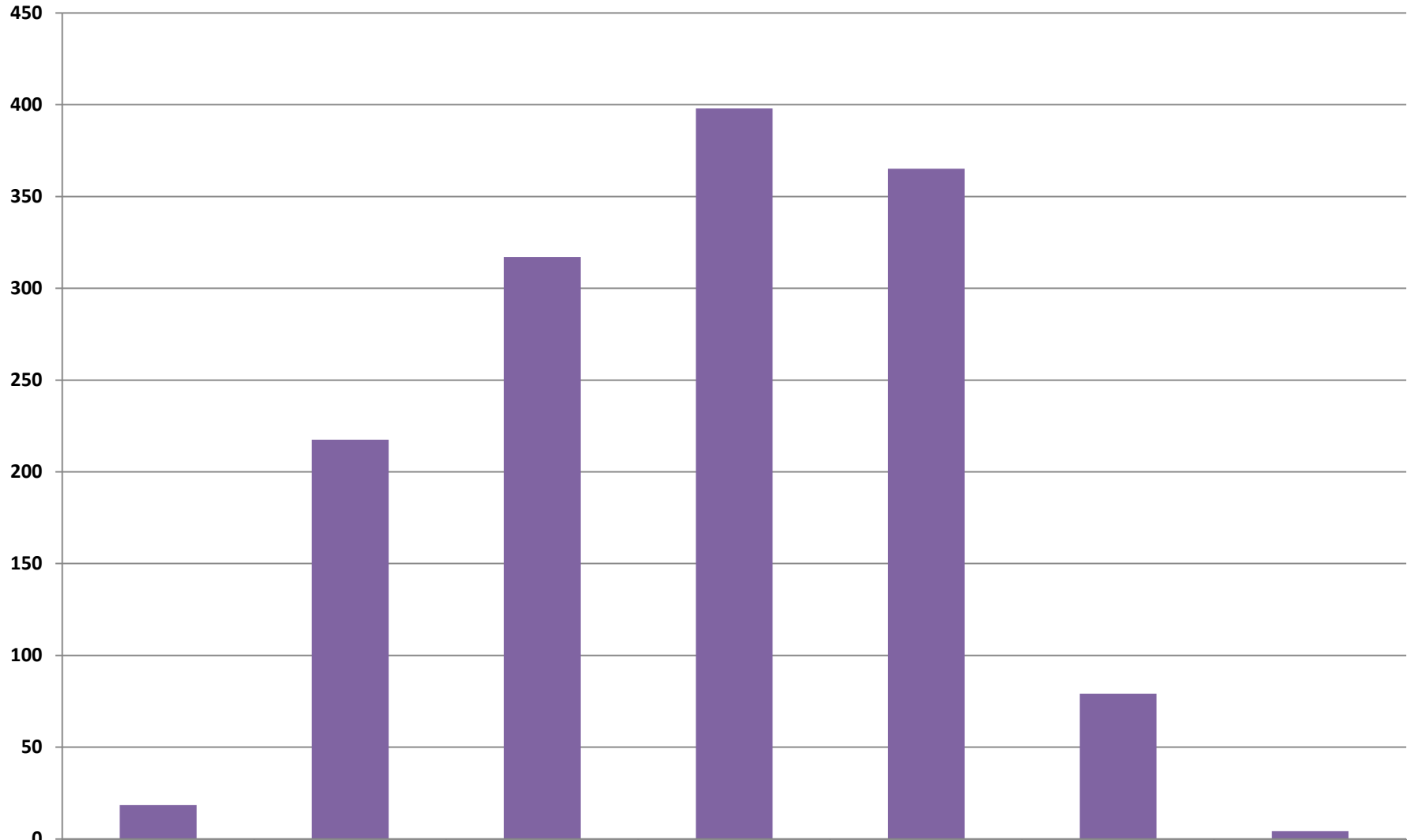


### Staff Profile by Age Band as at 31st March 2013



|                    | <b>Under 20</b> | <b>20 - 29</b> | <b>30 - 39</b> | <b>40 - 49</b> | <b>50 - 59</b> | <b>60 - 69</b> | <b>Over 70</b> |
|--------------------|-----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| <b>Age Profile</b> | <b>18.41</b>    | <b>217.51</b>  | <b>316.96</b>  | <b>397.96</b>  | <b>365.09</b>  | <b>79.11</b>   | <b>4.2</b>     |

**PROMOTIONS BY PROTECTED CHARACTERISTICS 2012-13**

Total No of Promotions - 34.72 FTE

| <b>By Age</b> | <b>No</b>    | <b>%</b>       |
|---------------|--------------|----------------|
| 16 - 24       | 5.47         | 15.75%         |
| 25 - 34       | 9.53         | 27.45%         |
| 35 - 44       | 9.16         | 26.38%         |
| 45 - 54       | 9.76         | 28.11%         |
| 56+           | 0.8          | 2.31%          |
|               | <b>34.72</b> | <b>100.00%</b> |

| <b>By Ethnic Origin</b>                       | <b>FTE</b>   | <b>%</b>       |
|---|--------------|----------------|
| White British                                 | 30.25        | 87.13%         |
| White - Any Other Background                  | 0.67         | 1.93%          |
| Mixed - White & Black Caribbean               | 0.8          | 2.30%          |
| Asian or Asian British - Indian               | 1            | 2.88%          |
| Asian or Asian British - Any Other Background | 2            | 5.76%          |
|   | <b>34.72</b> | <b>100.00%</b> |

| <b>By Gender</b> | <b>FTE</b>   | <b>%</b>       |
|------------------|--------------|----------------|
| Female           | 31.72        | 91.36%         |
| Male             | 3            | 8.64%          |
|                  | <b>34.72</b> | <b>100.00%</b> |

| <b>By Disability</b> | <b>FTE</b>   | <b>%</b>       |
|----------------------|--------------|----------------|
| <b>No</b>            | <b>17.33</b> | <b>50.09%</b>  |
| <b>Undefined</b>     | <b>17.39</b> | <b>49.91%</b>  |
|                      | <b>34.72</b> | <b>100.00%</b> |

| <b>By Sexual Orientation</b>     | <b>FTE</b>   | <b>%</b>       |
|----------------------------------|--------------|----------------|
| <b>Bi-Sexual</b>                 | <b>0</b>     | <b>0.00%</b>   |
| <b>Heterosexual</b>              | <b>21.39</b> | <b>61.61%</b>  |
| <b>I do not wish to disclose</b> | <b>2.47</b>  | <b>7.11%</b>   |
| <b>Lesbian</b>                   | <b>0</b>     | <b>0.00%</b>   |
| <b>Undefined</b>                 | <b>10.86</b> | <b>31.28%</b>  |
|                                  | <b>34.72</b> | <b>100.00%</b> |

| <b>By Religion</b>               | <b>FTE</b>   | <b>%</b>       |
|----------------------------------|--------------|----------------|
| <b>Atheism</b>                   | <b>4.33</b>  | <b>12.47%</b>  |
| <b>Christianity</b>              | <b>14.25</b> | <b>41.04%</b>  |
| <b>I do not wish to disclose</b> | <b>2.00</b>  | <b>5.76%</b>   |
| <b>Other</b>                     | <b>3.27</b>  | <b>9.42%</b>   |
| <b>Undefined</b>                 | <b>10.87</b> | <b>31.31%</b>  |
|                                  | <b>34.72</b> | <b>100.00%</b> |

**APPLICATIONS BY PROTECTED CHARACTERISTICS 2012 - 13**

**Total No of Applications - 5301**

| <b>By Age</b> | <b>No</b> | <b>%</b> |
|---------------|-----------|----------|
| 16 - 24       | 1422      | 26.83%   |
| 25 - 34       | 1780      | 33.58%   |
| 35 - 44       | 1046      | 19.74%   |
| 45 - 54       | 783       | 14.77%   |
| 55 - 64       | 257       | 4.85%    |
| 65+           | 13        | 0.23%    |
|               | 5301      | 100.00%  |

| <b>By Ethnic Origin</b>                             | <b>No</b> | <b>%</b> |
|---|-----------|----------|
| White British                                       | 3312      | 62.48%   |
| White Irish   | 61        | 1.15%    |
| White - Any Other Background                        | 504       | 9.51%    |
| Mixed - White & Black Caribbean                     | 23        | 0.43%    |
| Mixed - White & Black African                       | 32        | 0.60%    |
| Mixed - White & Asian                               | 21        | 0.40%    |
| Mixed - Any Other Mixed Background                  | 32        | 0.60%    |
| Asian or Asian British - Indian                     | 431       | 8.13%    |
| Asian or Asian British - Bangladeshi                | 33        | 0.62%    |
| Asian or Asian British - Pakistani                  | 250       | 4.72%    |
| Asian or Asian British - Any Other Asian Background | 136       | 2.57%    |
| Black or Black British - African                    | 246       | 4.64%    |
| Black or Black British - Caribbean                  | 18        | 0.34%    |
| Black or Black British - Any Other Black Background | 12        | 0.23%    |
| Chinese   | 12        | 0.23%    |
| Any Other Ethnic Group                              | 125       | 2.36%    |
| Undefined   | 53        | 0.99%    |
|   | 5301      | 100.00%  |

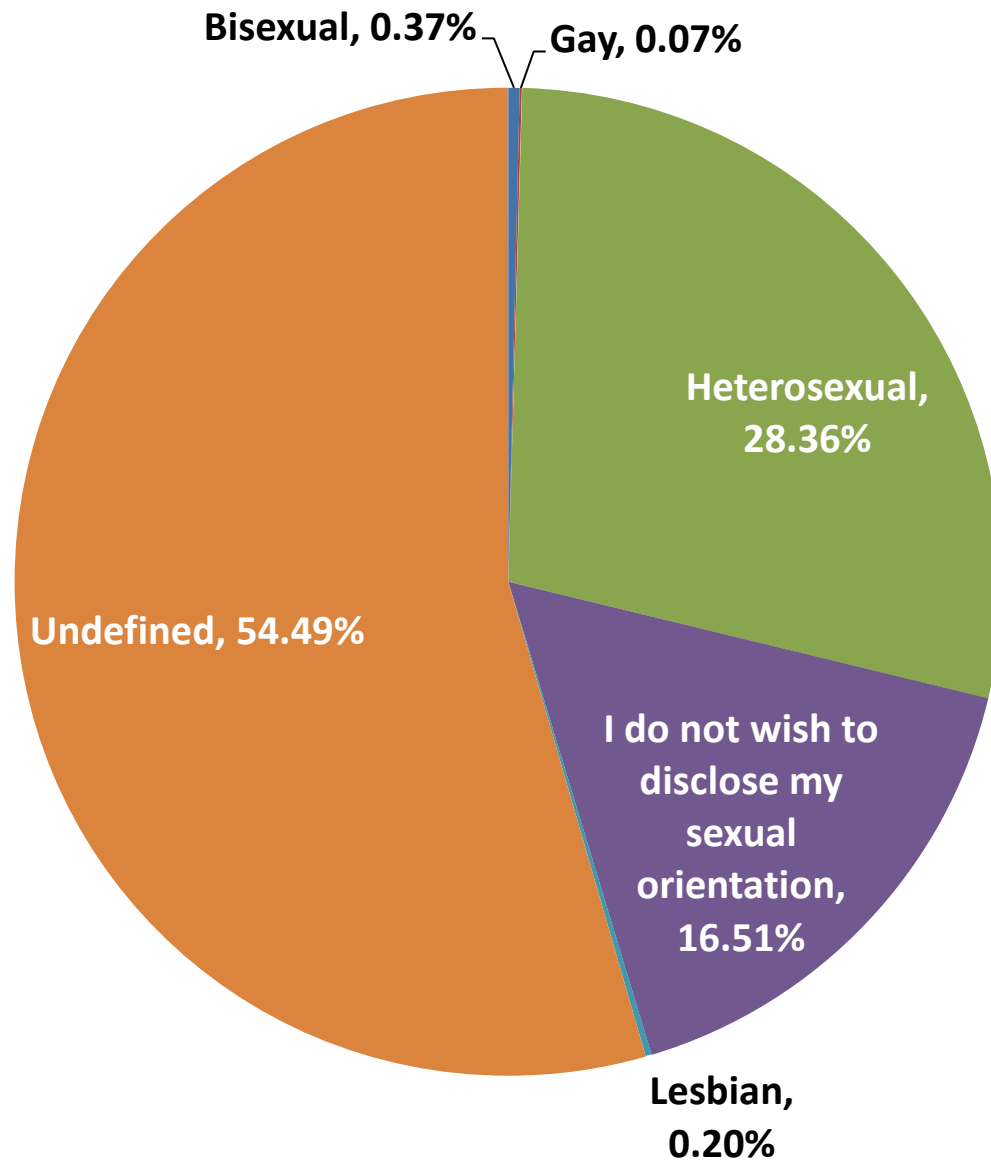
| <b>By Gender</b> | <b>No</b> | <b>%</b> |
|------------------|-----------|----------|
| Female           | 3898      | 73.53%   |
| Male             | 1400      | 26.41%   |
| Undisclosed      | 3         | 0.06%    |
|                  | 5301      | 100.00%  |

| <b>By Disability</b> | <b>No</b> | <b>%</b> |
|----------------------|-----------|----------|
| No                   | 5032      | 94.93%   |
| Yes                  | 199       | 3.75%    |
| Undefined            | 70        | 1.32%    |
|                      | 5301      | 100.00%  |

| <b>By Sexual Orientation</b> | <b>No</b> | <b>%</b> |
|------------------------------|-----------|----------|
| Lesbian                      | 19        | 0.36%    |
| Bi-sexual                    | 29        | 0.55%    |
| Heterosexual                 | 4887      | 92.19%   |
| Gay                          | 38        | 0.71%    |
| Undefined                    | 328       | 6.19%    |
|                              | 5301      | 100.00%  |

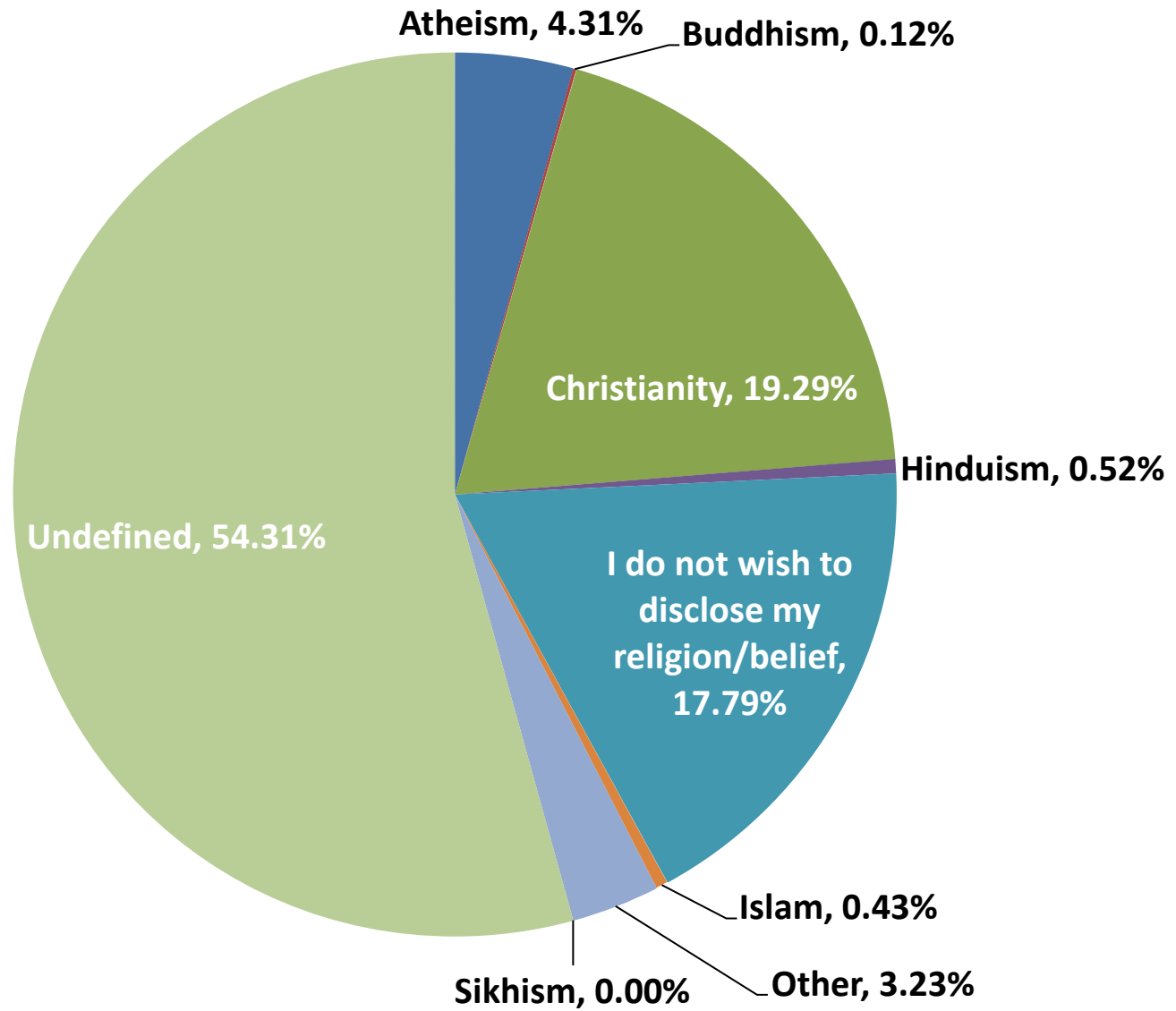
| <b>By Religion</b> | <b>No</b> | <b>%</b> |
|--------------------|-----------|----------|
| Atheism            | 660       | 12.45%   |
| Buddhism           | 59        | 1.12%    |
| Christianity       | 2782      | 52.48%   |
| Hinduism           | 284       | 5.36%    |
| Islam              | 498       | 9.39%    |
| Jainism            | 8         | 0.15%    |
| Judaism            | 5         | 0.09%    |
| Sikhism            | 18        | 0.34%    |
| Other              | 492       | 9.28%    |
| Undisclosed        | 495       | 9.34%    |
|                    | 5301      | 100.00%  |

### Staff by Sexual Orientation as at 31st March 2013



|  |        |
|--|--------|
| <b>Bisexual</b>  | 0.37%  |
| <b>Gay</b>   | 0.07%  |
| <b>Heterosexual</b>                                    | 28.36% |
| <b>I do not wish to disclose my sexual orientation</b> | 16.51% |
| <b>Lesbian</b>   | 0.20%  |
| <b>Undefined</b>                                       | 54.49% |
|  |        |

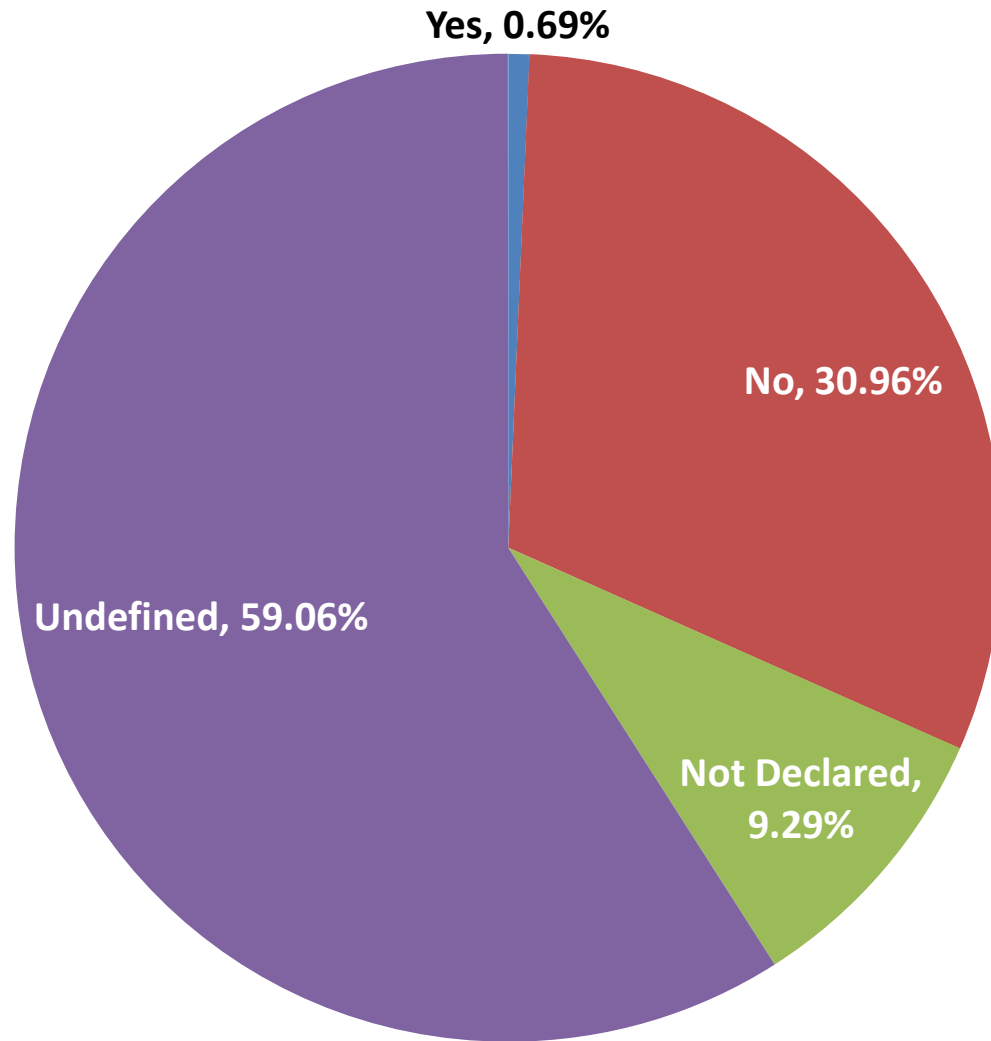
### Staff by Religion as at 31st March 2013





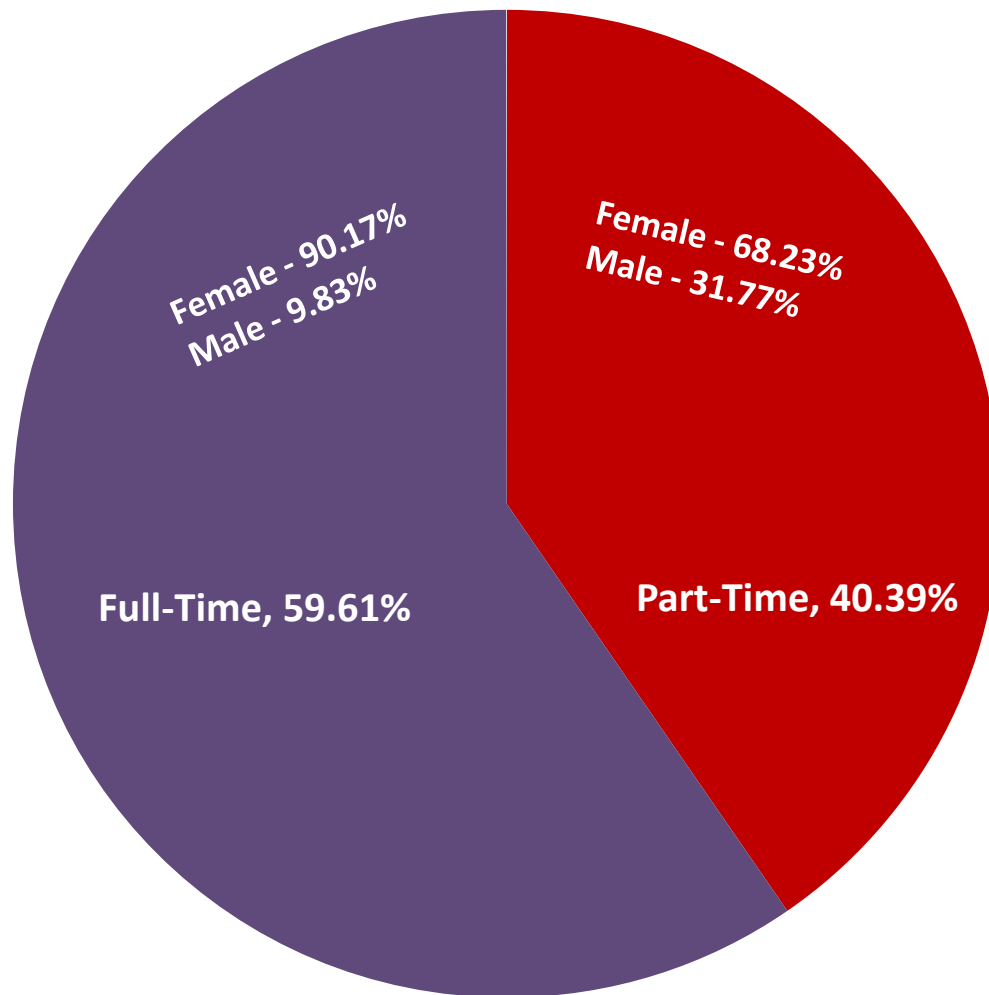
|   |               |
|---|---------------|
| <b>Atheism</b>                                      | <b>4.31%</b>  |
| <b>Buddhism</b>                                     | <b>0.12%</b>  |
| <b>Christianity</b>                                 | <b>19.29%</b> |
| <b>Hinduism</b>                                     | <b>0.52%</b>  |
| <b>I do not wish to disclose my religion/belief</b> | <b>17.79%</b> |
| <b>Islam</b>  | <b>0.43%</b>  |
| <b>Other</b>  | <b>3.23%</b>  |
| <b>Sikhism</b>                                      |               |
| <b>Undefined</b>                                    | <b>54.31%</b> |

### Staff by Disability as at 31st March 2013



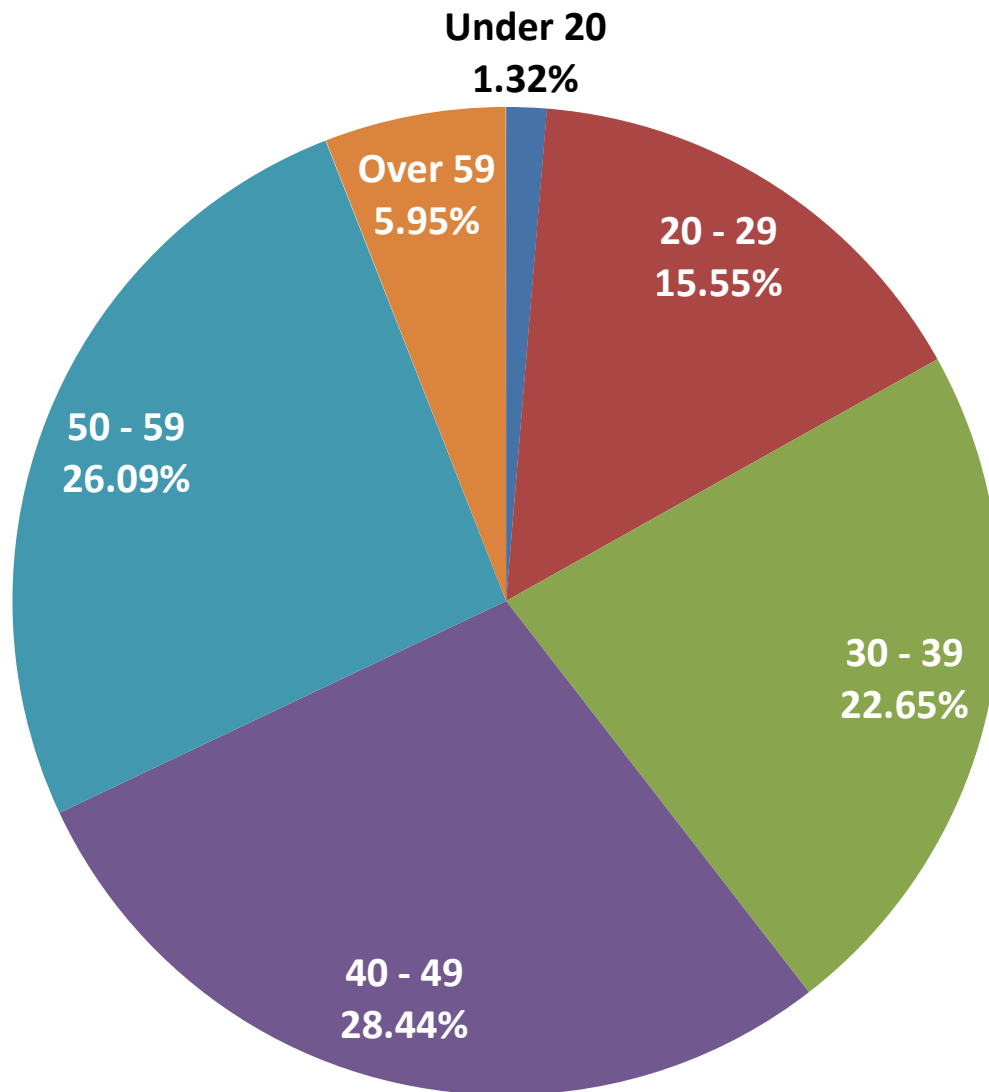
|              |        |
|--------------|--------|
| Yes          | 0.69%  |
| No           | 30.96% |
| Not Declared | 9.29%  |
| Undefined    | 59.06% |

### Staff by Full or Part-Time and Gender as at 31st March 2013



|           |        |
|-----------|--------|
| Part-Time | 40.39% |
| Full-Time | 59.61% |

## Staff by Age Band as at 31st March 2013

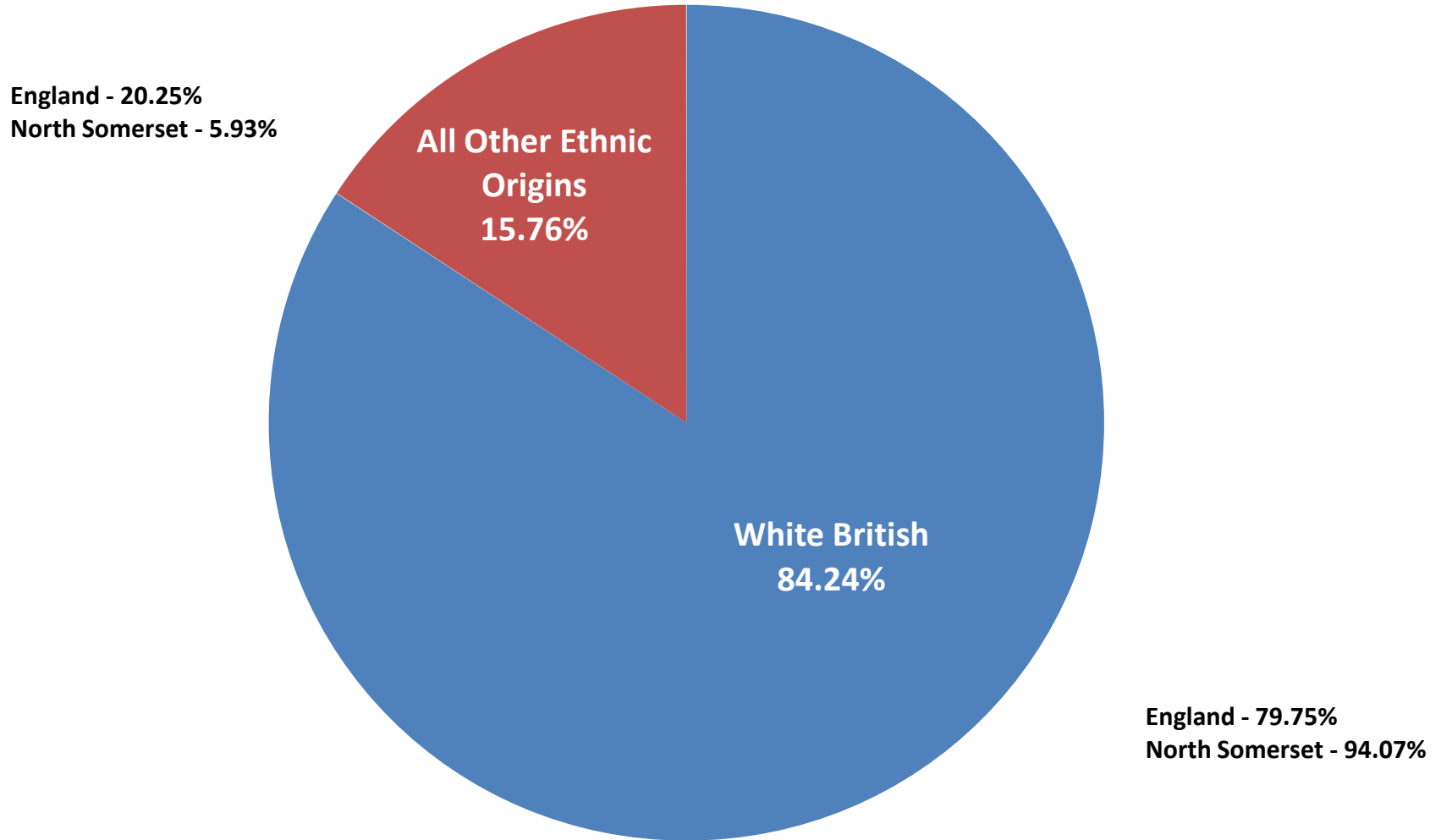


### Working Population by Age Band

|          | England | North Somerset |
|----------|---------|----------------|
| Under 20 | 9.47%   | 8.95%          |
| 20 - 29  | 20.87%  | 16.40%         |
| 30 - 39  | 19.93%  | 18.51%         |
| 40 - 49  | 22.41%  | 24.08%         |
| 50 - 59  | 18.21%  | 20.47%         |
| Over 59  | 9.11%   | 11.59%         |

|          |        |
|----------|--------|
| Under 20 | 1.32%  |
| 20 - 29  | 15.55% |
| 30 - 39  | 22.65% |
| 40 - 49  | 28.44% |
| 50 - 59  | 26.09% |
| Over 59  | 5.95%  |

### Staff by Ethnic Origin as at 31st March 2013





|                          |        |
|--------------------------|--------|
| White British            | 84.24% |
| All Other Ethnic Origins | 15.76% |

FTE

|          |         |
|----------|---------|
| Under 20 | 18.41   |
| 20 - 29  | 217.51  |
| 30 - 39  | 316.96  |
| 40 - 49  | 397.96  |
| 50 - 59  | 365.09  |
| 60 - 69  | 79.11   |
| Over 70  | 4.2     |
|          | 1399.24 |