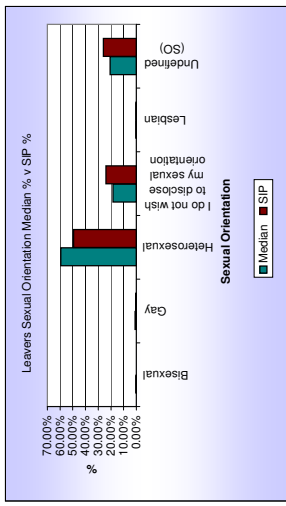
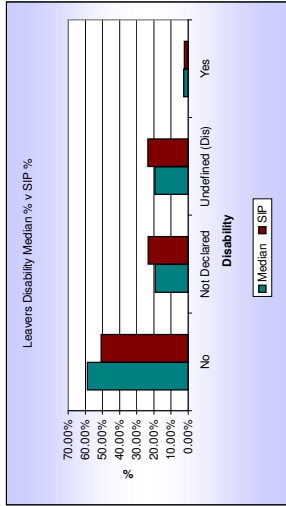
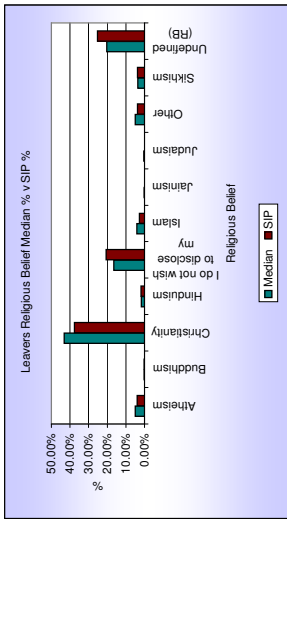
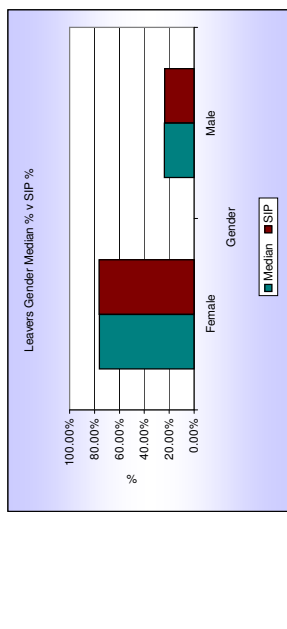
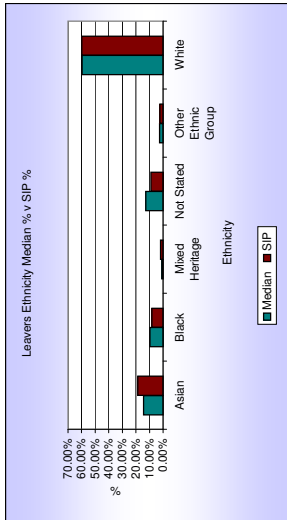




Diversity (Leavers) Scorecard

All Data from ESR, unless stated otherwise.  
Rolling 12 Month Figures

Component	Category	Month												Comparison															
		April		May		June		July		August		September		October		November		December		January		February		March		HC	SIP (%)		
FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC		
Ethnicity	Asian	94.33	112	96.59	115	90.80	109	84.27	102	83.81	101	78.33	93	73.22	86	67.80	79	73.22	86	74.57	87	73.22	86	67.80	79	82.43	95	14.39%	18.33%
	Black	51.08	60	55.46	64	55.46	64	56.06	65	54.97	63	53.70	62	55.10	63	56.14	65	49.46	58	51.37	58	51.37	58	51.37	58	9.61%	8.29%		
	Mixed Heritage	2.00	2	2.00	2	2.00	2	3.00	3	3.93	4	5.99	6	7.99	8	7.99	8	7.99	8	7.99	8	7.99	8	7.99	8	0.95%	1.85%		
	Not Stated	78.30	92	76.17	89	79.26	90	75.90	85	69.04	78	71.99	79	72.75	79	69.35	75	66.89	73	70.61	78	71.95	82	12.80%	9.99%				
	Other Ethnic Group	14.70	19	13.75	17	14.75	18	14.75	18	17.55	20	17.55	20	15.89	17	15.89	17	12.49	14	11.69	14	13.65	16	3.85%	2.37%				
	White	355.13	467	367.09	444	341.42	412	342.28	409	342.11	409	345.38	407	326.91	385	318.83	379	307.89	366	298.60	352	332.60	388	32.14%	29.63%				
	Female	488.86	593	475.55	572	454.73	545	444.81	531	441.97	526	438.17	520	416.49	483	410.69	469	390.24	464	373.37	449	420.92	505	410.84	484	76.07%	76.25%		
	Male	136.68	159	135.51	158	126.87	149	134.81	156	136.30	156	131.22	146	135.93	148	134.08	146	129.66	143	123.96	149	135.56	149	139.91	154	23.93%	23.75%		
	Not Declared	349.77	416	349.01	412	335.73	396	327.03	385	335.85	394	337.89	392	316.34	370	303.41	355	294.06	341	327.48	384	315.90	374	315.90	374	56.77%	50.83%		
	Undeclared (Dis)	101.20	123	102.64	124	102.44	123	110.93	131	105.86	125	105.67	124	111.27	127	110.03	125	107.81	122	105.21	119	111.96	127	117.30	133	19.18%	23.37%		
Yes	18.00	21	17.20	20	16.20	19	16.20	19	14.20	17	14.87	18	14.13	16	14.13	16	12.13	14	11.33	13	11.13	13	11.27	13	2.54%	2.39%			
Religious Belief	Atheism	30.67	36	31.47	37	29.47	35	28.83	34	27.83	33	27.51	32	26.47	30	27.87	32	26.13	31	24.10	28	28.03	32	26.40	29	5.05%	3.99%		
	Buddhism	2.00	2	2.00	2	1.00	1	1.00	1	1.00	1	1.00	1	1.00	2	1.60	2	1.60	1	0.60	1	0.60	1	0.60	1	0.18%	0.25%		
	Christianity	237.89	283	242.10	285	236.82	279	242.70	283	237.87	278	233.28	283	243.08	280	238.86	278	230.65	267	217.30	251	242.33	266	231.76	275	43.20%	37.84%		
	Hinduism	13.95	14	11.76	12	12.89	13	11.89	12	10.89	11	8.89	9	9.48	10	9.48	10	7.48	8	7.48	8	7.48	8	7.48	8	1.94%	1.94%		
	Islam	29.53	36	29.98	36	28.26	34	27.26	33	23.57	28	23.90	28	21.90	26	19.77	23	18.66	22	19.06	22	21.30	25	19.43	22	4.12%	2.70%		
	Jainism	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	0.92	1	0.92	1	1.18	2	1.18	2	0.18%	0.09%		
	Judaism	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	1.92	2	0.26%	0.09%		
	Other	24.82	28	25.82	29	23.22	26	23.49	27	28.69	33	27.33	33	26.49	32	26.99	32	26.72	34	31.52	37	35.40	41	35.00	41	4.92%	3.85%		
	Sikhism	19.31	22	19.31	22	16.71	20	16.91	20	19.16	22	21.16	24	20.76	23	18.80	20	23.07	25	24.67	27	23.07	25	24.67	27	3.55%	3.89%		
	Undeclared (RB)	169.62	210	154.39	191	142.34	175	134.08	164	136.88	165	115.52	136	108.91	128	107.79	127	98.30	116	93.78	110	104.94	126	108.60	129	20.33%	25.16%		
Sexual Orientation	Bisexual	1.85	3	1.85	3	1.85	3	1.85	3	2.35	4	1.90	3	1.50	2	1.50	2	1.50	2	1.50	2	1.50	2	1.50	2	0.50%	0.12%		
	Gay	6.00	6	5.00	5	4.67	5	4.67	5	4.67	5	5.67	6	6.67	6	6.67	6	6.67	6	6.67	6	6.67	6	6.67	6	1.05%	1.05%		
	Heterosexual	333.92	388	340.56	393	328.88	380	330.57	382	329.82	380	340.03	391	332.71	382	325.54	378	308.24	359	294.30	341	334.79	384	322.84	379	59.47%	49.38%		
	Not Stated	106.85	135	101.96	128	96.24	121	101.91	125	100.02	122	102.74	125	100.04	119	99.67	117	102.58	121	103.98	121	106.98	123	110.75	130	18.42%	23.89%		
	Lesbian	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	1.43	2	0.18%	0.17%		
	Undeclared (SO)	175.48	218	160.26	199	148.20	183	138.62	171	140.41	170	118.06	140	110.51	130	109.38	129	98.90	117	94.38	111	105.54	127	109.20	130	20.58%	25.00%		

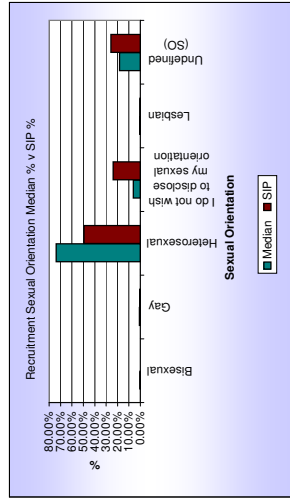
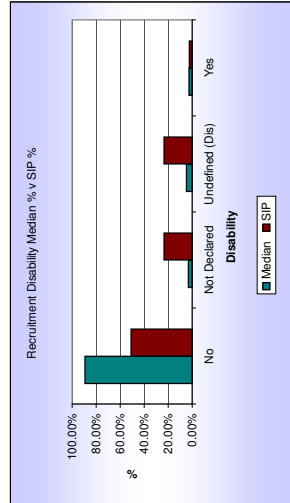
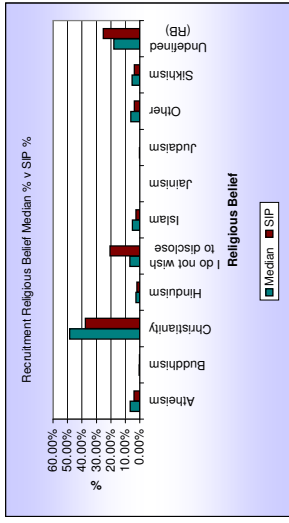
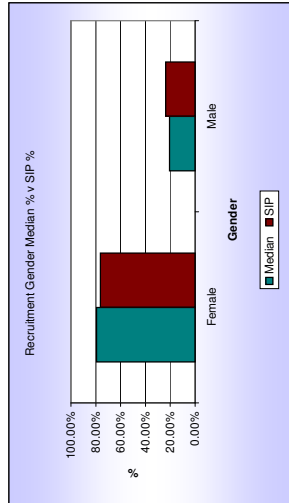
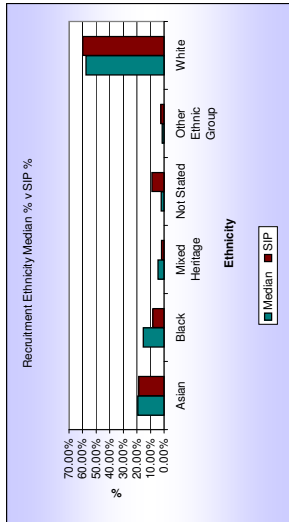




**Diversity (Recruitment) Scorecard**

Component	Category	Month												Comparison Median (%) SIP (%)			
		April	May	June	July	August	September	October	November	December	January	February	March				
FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC
Ethnicity	Asian	106.84	125	107.97	127	108.67	126	109.78	127	110.38	132	106.86	125	102.76	123	96.69	117
	Black	64.76	80	66.28	82	64.74	80	70.22	88	75.29	95	80.20	105	75.76	99	75.51	100
	Hispanic	23.66	27	23.66	28	23.66	27	22.03	26	24.17	29	25.77	31	27.81	30	25.37	30
	Not Stated	15.01	17	15.01	16	14.01	16	15.01	17	13.93	15	10.03	12	10.13	12	11.13	13
	Other Ethnic Group	9.20	12	9.20	12	10.70	13	9.20	11	9.85	11	9.50	9	9.40	9	6.80	7
	White	306.66	361	289.13	356	314.07	372	326.55	389	334.77	394	337.41	402	330.67	391	308.15	363
Gender	Female	396.97	483	399.40	486	414.23	500	440.51	532	441.36	534	454.08	557	434.88	533	423.10	513
	Male	123.14	139	121.84	136	121.62	134	114.28	134	114.28	136	123.15	141	118.36	134	115.05	132
Disability	No	451.40	540	454.03	542	467.00	553	486.88	578	502.68	598	515.90	621	526.99	635	496.39	599
	Not Declared	28.88	34	28.08	33	28.31	33	27.64	32	24.58	28	24.78	28	23.99	30	23.00	28
	Undeclared (Dis)	25.62	31	23.92	29	24.52	29	25.92	31	22.89	27	21.63	25	23.99	30	30.30	36
	Yes	14.22	17	15.22	18	16.22	19	14.35	17	14.35	17	15.15	18	12.75	15	13.55	16
Religious Belief	Atheism	41.27	44	42.27	45	42.27	45	45.67	49	43.41	48	45.03	49	41.43	47	35.63	36
	Buddhism	1.95	2	1.95	2	2.25	3	3.25	4	2.80	3	2.80	3	2.80	3	2.80	3
	Christianity	299.22	310	282.82	303	265.08	315	270.05	323	281.62	333	292.06	338	292.64	350	275.97	330
	Hinduism	17.80	19	18.80	18	18.80	18	18.80	21	17.80	21	17.80	19	18.80	21	15.38	17
	do not wish to disclose (my)	40.16	47	43.96	50	43.96	49	46.91	53	46.80	54	39.97	46	38.80	46	36.40	44
	Islam	30.85	37	31.05	38	30.54	38	28.35	34	28.89	35	26.99	34	24.96	31	28.01	34
	Jainism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Judaism	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1	1.00	1
	Other	34.14	42	33.94	42	33.27	41	36.27	44	34.61	42	37.15	45	37.63	44	33.09	38
	Sikhism	30.81	37	34.15	41	34.75	41	36.28	43	31.71	39	29.74	38	21.83	28	20.93	26
	Undefined (RB)	63.82	83	64.02	82	66.58	84	67.22	86	73.97	94	89.48	113	103.13	131	104.92	132
Sexual Orientation	Bisexual	1.50	2	1.50	2	1.50	2	1.50	2	1.50	2	1.50	2	1.50	2	1.50	2
	Gay	4.47	4	4.47	4	4.47	5	6.47	7	6.47	7	6.47	7	6.47	6	6.47	6
	Heterosexual	408.66	481	408.79	482	421.59	494	431.55	507	434.88	511	436.52	518	440.51	523	409.36	485
	do not wish to disclose (my)	38.87	48	40.67	49	39.13	46	43.26	51	42.89	51	33.89	42	30.29	39	30.98	40
	Lesbian	2.80	3	2.80	3	2.80	3	2.80	5	4.80	5	2.80	3	2.80	3	2.80	3
	Undefined (SO)	63.82	83	64.02	82	66.58	84	67.22	86	73.97	94	89.48	113	103.13	131	104.92	132

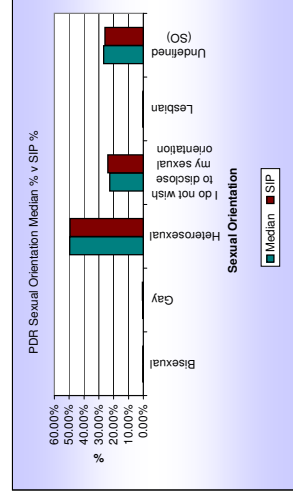
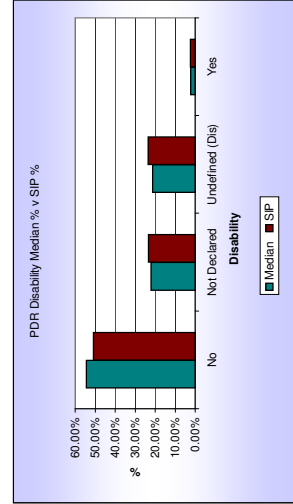
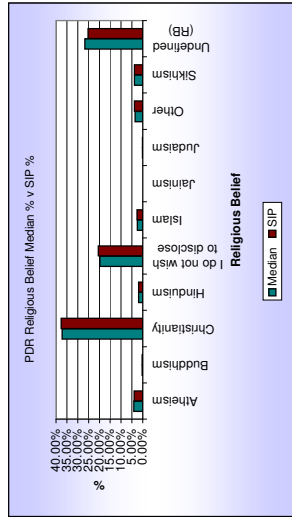
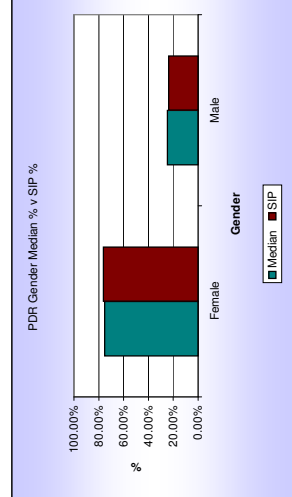
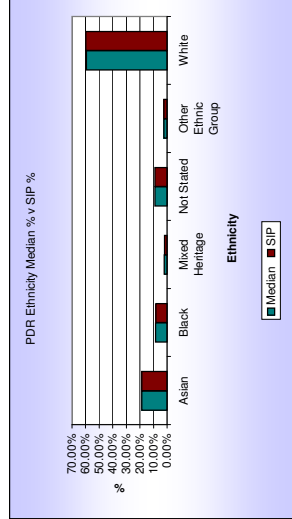
All data from ESR, unless stated otherwise.  
Rolling 12 Month Figures



Diversity (PDR) Scorecard

All Data from ESR, unless stated otherwise.  
Monthly Figures

Component	Month												Comparison SIP (%)											
	April		May		June		July		August		September			October		November		December		January		February		March
Ethnicity	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC
Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mixed Heritage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Ethnic Group	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
White	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Declared	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Undeclared (Dis)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Atheism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Buddhism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Christianity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hinduism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I do not wish to disclose my	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Islam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jainism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Judaism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sikhism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Undeclared (RB)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bisexual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Heterosexual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
I do not wish to disclose my	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lesbian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Undeclared (SO)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Diversity (CIFF) Scorecard

All Data from ESR, unless stated otherwise.  
Monthly Figures

Component	Category	Month												Comparison Median (%) SIP (%)												
		April		May		June		July		August		September			October		November		December		January		February		March	
		FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	FTE	HC	
Ethnicity	Asian	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Black	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Mixed Heritage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Other Ethnic Group	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	White	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Gender	Female	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Male	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Disability	No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Not Declared	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Undeclared (Dis)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Undefined (SO)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Religious Belief	Atheism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Buddhism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Christianity	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Hinduism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	I do not wish to disclose my	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Islam	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Jainism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Judaism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Sikhism	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Undefined (RB)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Sexual Orientation	Bisexual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Gay	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Heterosexual	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	I do not wish to disclose my	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	Undefined (SO)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

