

QUARTERLY EQUALITY AND DIVERSITY
WORKFORCE INFORMATION REPORT

QUARTER TWO: JULY TO SEPTEMBER 2011

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1) STAFF IN POST

Total Headcount: 357

- This compares with 384 (93%) for the same quarter last year.

Age Profile

| Age Range | Under 20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 & Over |
|-----------------------|----------|-------|-------|--------|--------|--------|--------|--------|--------|-------|-----------|
| % of Workforce | 0.28% | 3.08% | 8.40% | 10.36% | 14.01% | 11.48% | 14.01% | 16.53% | 16.53% | 3.64% | 1.68% |

- This differs little from the same time last year. The main difference is the slight increase in numbers in the 55-59 age range and the inclusion of one member of staff under 20.

Ethnicity Profile

| Ethnicity Classification | | Headcount | % of Workforce | Distribution of Working Age Population (Cams & P'Boro) |
|--------------------------|-------------------------|-----------|----------------|--|
| A | White British | 278 | 77.87% | 89.05% |
| B | Irish | 4 | 1.12% | 1.05% |
| C | Other White | 30 | 8.40% | 4.41% |
| D | White & Black Caribbean | 2 | 0.56% | 0.20% |
| E | White & Black African | 0 | 0.00% | 0.09% |
| F | White & Asian | 0 | 0.00% | 0.27% |
| G | Other Mixed | 1 | 0.28% | 0.26% |
| H | Indian | 4 | 1.12% | 1.04% |
| J | Pakistani | 3 | 0.84% | 1.04% |
| K | Bangladeshi | 0 | 0.00% | 0.18% |
| L | Other Asian | 1 | 0.28% | 0.32% |
| M | Caribbean | 2 | 0.56% | 0.40% |
| N | African | 6 | 1.68% | 0.31% |
| P | Other Black | 0 | 0.00% | 0.12% |
| R | Chinese | 4 | 1.12% | 0.72% |
| S | Any Other Ethnic Group | 3 | 0.84% | 0.54% |

N.B. 19 Z Codes have been excluded to make the data comparable with the Working Age Population Data

- There has been little difference in ethnicity profile, at Q2 last year the percentage of White British was 76.56% with Other White making up 8.07%, the remainder being found in the same groups.

Gender Profile

| Gender | Headcount | % of Workforce |
|---------------|------------|----------------|
| Male | 86 | 24.09% |
| Female | 271 | 75.91% |
| Totals | 357 | 100.00% |

- The proportion of males and females in the staff list has not changed over the year. Q2 last year, 23.44% of the workforce was male.

1) STAFF IN POST continued

Please note the Trust is currently in the process of collecting the following data

Disability Profile

| Disability Status | Total | % of Workforce |
|---------------------|-------|----------------|
| No | 155 | 43.42% |
| Not Declared | 6 | 1.68% |
| Undefined | 190 | 53.22% |
| Yes | 6 | 1.68% |

- Direct comparisons with Q2 last year are not possible as the data was less complete. Last year 74.74% were undefined, which has reduced considerably. The number declaring a disability has gone up from 2 (0.52%).

Religious Belief

| Religious Belief | Headcount | % of Workforce |
|---|-----------|----------------|
| Atheism | 14 | 3.92% |
| Buddhism | 0 | 0.00% |
| Christianity | 69 | 19.33% |
| Hinduism | 2 | 0.56% |
| I do not wish to disclose my religion/belief | 65 | 18.21% |
| Islam | 0 | 0.00% |
| Judaism | 1 | 0.28% |
| Other | 11 | 3.08% |
| Sikhism | 2 | 0.56% |
| Undefined | 193 | 54.06% |

- It is difficult to make direct comparisons as the data is incomplete, although the extent of incompleteness has reduced - 289 (75%) undefined Q2 2010 compared with 193 (54%) Q2 2011. If the 'undefineds' are removed, then the percentage giving Christianity has not changed (42% compared with 44%) neither has the percentage not wishing to disclose religion changed much (39.6% compared with 45%).

Sexual Orientation Profile

| Sexual Orientation | Headcount | % of Workforce |
|--|-----------|----------------|
| Bisexual | 1 | 0.28% |
| Gay | 1 | 0.28% |
| Heterosexual | 104 | 29.13% |
| I do not wish to disclose my sexual orientation | 56 | 15.69% |
| Lesbian | 2 | 0.56% |
| Undefined | 193 | 54.06% |

- Again, it is not possible to make direct comparisons as the data is incomplete, although the extent of incompleteness has been reduced since there are now 193 'undefineds' (54%) compared with 289 (75%) in Q2 of 2010. 29% compared with 13% declared themselves heterosexual and 15.69% don't wish to disclose compared with 11.46%. If the 'undefineds' are removed, 63% are now declaring themselves heterosexual compared with 51% before and 34% do not wish to declare compared with 46%.

2) LEAVERS PROFILE

Total Leavers: 13

The number of leavers is slightly higher than in Q2 2010, 3.6% of the current staff in post compared with 2.3% previously.

Age Profile

| Age Range | Under 20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 & Over |
|---------------------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------|
| | 0 | 1 | 2 | 3 | 0 | 0 | 2 | 0 | 4 | 1 | 0 |
| % of Leavers | 0.0% | 7.7% | 15.4% | 23.1% | 0.0% | 0.0% | 15.4% | 0.0% | 30.8% | 7.7% | 0.0% |

- The leavers were concentrated more in the middle bands and 55-59 age range but 6 of the leavers in Q2 2011 were under 35 with none leaving between 35 to 44.

Ethnicity Profile

| Ethnicity Classification | | Headcount | % of Leavers | Distribution of Working Age Population (Cambs & P'Boro) |
|--------------------------|-------------------------|-----------|--------------|---|
| A | White British | 10 | 76.92% | 89.05% |
| B | Irish | 1 | 7.69% | 1.05% |
| C | Other White | 0 | 0.00% | 4.41% |
| D | White & Black Caribbean | 1 | 7.69% | 0.20% |
| E | White & Black African | 0 | 0.00% | 0.09% |
| F | White & Asian | 0 | 0.00% | 0.27% |
| G | Other Mixed | 0 | 0.00% | 0.26% |
| H | Indian | 0 | 0.00% | 1.04% |
| J | Pakistani | 0 | 0.00% | 1.04% |
| K | Bangladeshi | 0 | 0.00% | 0.18% |
| L | Other Asian | 0 | 0.00% | 0.32% |

| | | | | |
|---|------------------------|---|-------|-------|
| M | Caribbean | 0 | 0.00% | 0.40% |
| N | African | 0 | 0.00% | 0.31% |
| P | Other Black | 0 | 0.00% | 0.12% |
| R | Chinese | 1 | 7.69% | 0.72% |
| S | Any Other Ethnic Group | 0 | 0.00% | 0.54% |

- As before the leavers are nearly all from groups A and B. Q2 2011 has 1 group D while Q2 2010 had no leavers outside groups A to C.

Gender Profile

| Gender | Headcount | % of Leavers |
|--------------|-----------|----------------|
| Male | 3 | 23.08% |
| Female | 10 | 76.92% |
| Total | 13 | 100.00% |

- The number of males leaving as a proportion of males in post has not changed, neither has the proportion of females leaving as a proportion of females in post (around 3%).

2) LEAVERS PROFILE continued

Please note the Trust is currently in the process of collecting the following data

Disability Profile

| Disabled | Headcount | % of Leavers |
|--------------|-----------|--------------|
| No | 1 | 7.69% |
| Not Declared | 0 | 0.00% |
| Undefined | 12 | 92.31% |
| Yes | 0 | 0.00% |

Disability Profile

| Disability Status | Total | % of Leavers |
|---------------------|-------|--------------|
| No | 1 | 11.11% |
| Not Declared | | |
| Undefined | 8 | 88.89% |
| Yes | | |

- Among the leavers there are none disclosing disability in Q2 2011 or 2010. However, the proportion of undefined reflects the fact that data is still being collected and would not be comparable with previously.

Religious Belief

| Religious Status | Headcount | % of Leavers |
|------------------|-----------|--------------|
|------------------|-----------|--------------|

| | | |
|--|----|--------|
| Atheism | 0 | 0.00% |
| Buddhism | 1 | 7.69% |
| Christianity | 0 | 0.00% |
| Hinduism | 0 | 0.00% |
| I do not wish to disclose my religion/belief | 2 | 15.38% |
| Islam | 0 | 0.00% |
| Judaism | 0 | 0.00% |
| Other | 0 | 0.00% |
| Sikhism | 0 | 0.00% |
| Undefined | 10 | 76.92% |

- Data is still being collected for this so comparisons across the periods would not be comparable. That said, for both periods most of the leavers have not defined their religious status.

Sexual Orientation Profile

| Sexual Orientation Status | Headcount | % of Leavers |
|---|-----------|--------------|
| Bisexual | 0 | 0.00% |
| Gay | 0 | 0.00% |
| Heterosexual | 1 | 7.69% |
| I do not wish to disclose my sexual orientation | 2 | 15.38% |
| Lesbian | 0 | 0.00% |
| Undefined | 10 | 76.92% |

- Data is still being collected for this so comparisons across the periods would not be comparable. That said, for both periods most of the leavers have not defined their sexual orientation.

3) RECRUITMENT PROFILE

Total Applicants: 254

- This can be compared with 185 applicants in the Q2 2010 period. 15 (5.9%) were successful in Q2, 2011 compared with 8 (4.3%) in Q2, 2010.

Age Profile

| Age Range | <20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | Totals |
|----------------------------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| Unsuccessful applicants | 1 | 38 | 45 | 38 | 25 | 27 | 8 | 3 | 3 | 3 | 191 |
| Shortlisted | 1 | 12 | 3 | 10 | 9 | 5 | 1 | 2 | 4 | 1 | 48 |
| Offered Post | 0 | 2 | 3 | 3 | 3 | 0 | 2 | 2 | 0 | 0 | 15 |
| Total Applicants | 2 | 52 | 51 | 51 | 37 | 32 | 11 | 7 | 7 | 4 | 254 |
| % of Successful Applicants | 0.0% | 13.3% | 20.0% | 20.0% | 20.0% | 0.0% | 13.3% | 13.3% | 0.0% | 0.0% | 100.0% |

- Success in applications is spread more or less evenly across the age ranges in 2010 and 2011.

Ethnicity Profile

| Ethnicity Code | A | B | C | D | E | F | G | H | J | M | N | R | S | Z | Totals |
|----------------------------|-------|------|------|------|------|------|------|-------|------|------|------|------|------|------|--------|
| Unsuccessful applicants | 81 | 2 | 15 | 1 | 1 | 1 | 0 | 29 | 16 | 2 | 30 | 0 | 4 | 9 | 191 |
| Shortlisted | 33 | 1 | 4 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 6 | 0 | 0 | 0 | 48 |
| Offered Post | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 15 |
| Total Applicants | 125 | 3 | 19 | 1 | 1 | 2 | 1 | 33 | 16 | 2 | 36 | 1 | 4 | 10 | 254 |
| % of Successful Applicants | 73.3% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 13.3% | 0.0% | 0.0% | 0.0% | 6.7% | 0.0% | 6.7% | 100.0% |

- A higher proportion of successful applicants came from group A in Q2 2011 (62.5% in 2010) but when Groups A and B are combined, there is no difference.

KEY TO ETHNIC CLASSIFICATION

| | | |
|-----------------------------|------------------|----------------|
| White British = A | Pakistani = J | Not Stated = Z |
| Irish = B | Bangladeshi = K | |
| Other White = C | Other Asian = L | |
| White & Black Caribbean = D | Caribbean = M | |
| White & Black African = E | African = N | |
| White & Asian = F | Other Black = P | |
| Other Mixed = G | Chinese = R | |
| Indian = H | Other Ethnic = S | |

3) RECRUITMENT PROFILE cont.

Gender Profile

| Gender | F | M | Totals |
|-----------------------------------|---------------|---------------|----------------|
| Unsuccessful applicants | 105 | 86 | 191 |
| Shortlisted | 34 | 14 | 48 |
| Offered Post | 7 | 8 | 15 |
| Total Applicants | 146 | 108 | 254 |
| % of Successful Applicants | 46.67% | 53.33% | 100.00% |

- It would seem that males were slightly more successful in being offered a position. The percentage was only 37.5 in Q2, 2010. 4.8% of women were successful compared with 7.4% of men in 2011. This compares with 4.3% of women in 2010 and 4.4% men..

Disability Profile

| Disabled | N | Y | N/A | Totals |
|-----------------------------------|---------------|--------------|--------------|----------------|
| Unsuccessful applicants | 182 | 7 | 2 | 191 |
| Shortlisted | 41 | 7 | 0 | 48 |
| Offered Post | 14 | 1 | 0 | 15 |
| Total Applicants | 237 | 15 | 2 | 254 |
| % of Successful Applicants | 93.33% | 6.67% | 0.00% | 100.00% |

- No applicants with a disability were successful in Q2 2010 while one (6.6% of those applicants with a disability) in 2011 was successful. 5.9% of those without a disability were successful in 2011.

4) CASE PROFILE

Total Cases:

Age Profile

| Age Range | Under 21 | 21-30 | 31-40 | 41-50 | 51-60 | 61+ | Not Known | Total |
|------------------------|----------|-------|-------|-------|-------|-----|-----------|-------|
| Capability-Performance | | | | | | | | |
| Capability – Sickness | | | | | | | | |
| Disciplinary | | | | | | | | |
| Grievance | | | | | | | | |
| Dignity at Work | | | | | | | | |
| Other | | | | | | | | |
| Redundancy | | | | | | | | |
| Total | | | | | | | | |
| % of cases | | | | | | | | |

Ethnicity Profile

| Ethnicity Code | A | B | C | E | M | N | P | R | S | N/K | TOTAL |
|------------------------|---|---|---|---|---|---|---|---|---|-----|-------|
| Capability-Performance | | | | | | | | | | | |
| Capability – Sickness | | | | | | | | | | | |
| Disciplinary | | | | | | | | | | | |
| Grievance | | | | | | | | | | | |
| Dignity at Work | | | | | | | | | | | |
| Other | | | | | | | | | | | |
| Redundancy | | | | | | | | | | | |
| Total | | | | | | | | | | | |
| % of cases | | | | | | | | | | | |

KEY TO ETHNIC CLASSIFICATION

| | |
|-----------------------------|------------------|
| White British = A | Pakistani = J |
| Irish = B | Bangladeshi = K |
| Other White = C | Other Asian = L |
| White & Black Caribbean = D | Caribbean = M |
| White & Black African = E | African = N |
| White & Asian = F | Other Black = P |
| Other Mixed = G | Chinese = R |
| Indian = H | Other Ethnic = S |

4) CASE PROFILE cont.

Gender Profile

| Gender | F | M | TOTAL |
|------------------------|---|---|-------|
| Capability-Performance | | | |
| Capability – Sickness | | | |
| Disciplinary | | | |
| Grievance | | | |
| Dignity at Work | | | |
| Other | | | |
| Redundancy | | | |
| Total | | | |
| % of cases | | | |

Disability Profile

| Disability | N | Y | Poss | NK | TOTAL |
|------------------------|---|---|------|----|-------|
| Capability-Performance | | | | | |
| Capability – Sickness | | | | | |
| Disciplinary | | | | | |
| Grievance | | | | | |
| Dignity at Work | | | | | |
| Other | | | | | |
| Redundancy | | | | | |
| Total | | | | | |
| % of cases | | | | | |

4) CASE PROFILE cont.

Religious Belief Profile

| Religious Belief | Atheism | Christianity | I do not wish to disclose | Islam | Judaism | Not Known | Other | TOTAL |
|------------------------|---------|--------------|---------------------------|-------|---------|-----------|-------|-------|
| Capability-Performance | | | | | | | | |
| Capability – Sickness | | | | | | | | |
| Disciplinary | | | | | | | | |
| Grievance | | | | | | | | |
| Dignity at Work | | | | | | | | |
| Other | | | | | | | | |
| Redundancy | | | | | | | | |
| Total | | | | | | | | |
| % of cases | | | | | | | | |

Sexual Orientation Profile

| Sexual Orientation | Heterosexual | I do not wish to disclose | Lesbian | NK | TOTAL |
|------------------------|--------------|---------------------------|---------|----|-------|
| Capability-Performance | | | | | |
| Capability – Sickness | | | | | |
| Disciplinary | | | | | |
| Grievance | | | | | |
| Dignity at Work | | | | | |
| Other | | | | | |
| Redundancy | | | | | |
| Total | | | | | |
| % of cases | | | | | |

5) PROMOTION PROFILE

Total Promotions: 7

- The same figure for Q2, 2010 was 6.

Age Profile

| Age Range | Under 20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 & Over |
|-----------------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------|
| Age Profile | 1 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 2 | 1 | 0 |
| % of Promotions | 14.3% | 0.0% | 14.3% | 0.0% | 0.0% | 14.3% | 14.3% | 0.0% | 28.6% | 14.3% | 0.0% |

- In Q2, 2010, two people fell within the 40-44 age group, one each in 20-24, 30-34, 40-44, 50-54..

2010

| Age Range | Under 20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 & Over |
|-----------------|----------|--------|-------|--------|-------|--------|--------|--------|-------|-------|-----------|
| | | 1 | | 1 | | 1 | 2 | 1 | | | |
| % of Promotions | | 16.67% | | 16.67% | | 16.67% | 33.33% | 16.67% | | | |

Ethnicity Profile

| Ethnicity Classification | Headcount | % of Promotions |
|--------------------------|-----------|-----------------|
| White British | 6 | 85.71% |
| Irish | 0 | 0.00% |
| Other White | 0 | 0.00% |
| White & Black Caribbean | 0 | 0.00% |
| White & Black African | 0 | 0.00% |
| White & Asian | 0 | 0.00% |
| Other Mixed | 0 | 0.00% |
| Indian | 0 | 0.00% |
| Pakistani | 0 | 0.00% |
| Bangladeshi | 0 | 0.00% |
| Other Asian | 0 | 0.00% |
| Caribbean | 0 | 0.00% |
| African | 0 | 0.00% |
| Other Black | 0 | 0.00% |
| Chinese | 0 | 0.00% |
| Any Other Ethnic Group | 0 | 0.00% |
| Not Stated | 1 | 14.29% |
| Totals | 7 | 100.00% |

- In Q2, 2010, all fell within White British and Other White.

Gender Profile

| Gender | Headcount | % of Promotions |
|--------|-----------|-----------------|
| Male | 1 | 14.29% |
| Female | 6 | 85.71% |

- In Q2, 2010, there were 2 males, 4 females.

5) PROMOTION PROFILE cont

Please note the Trust is currently in the process of collecting the following data

Disability Profile

| Disability Status | Headcount | % of Promotions |
|-------------------|-----------|-----------------|
| No | 1 | 14.29% |
| Not Declared | 0 | 0.00% |
| Undefined | 6 | 85.71% |
| Yes | 0 | 0.00% |

- In Q2, 2010, the equivalent figures are 2 No's, 4 Undefined.

Religious Belief

| Religious Belief | Headcount | % of Promotions |
|--|-----------|-----------------|
| Atheism | 0 | 0.00% |
| Buddhism | 0 | 0.00% |
| Christianity | 0 | 0.00% |
| Hinduism | 0 | 0.00% |
| I do not wish to disclose my religion/belief | 1 | 14.29% |
| Islam | 0 | 0.00% |
| Judaism | 0 | 0.00% |
| Other | 0 | 0.00% |
| Sikhism | 0 | 0.00% |
| Undefined | 6 | 85.71% |

- In Q2, 2010, the equivalent figures show 2 do not wish to disclose and 4 are Undefined.

Sexual Orientation Profile

| Sexual Orientation | Headcount | % of Promotions |
|---|-----------|-----------------|
| Bisexual | 0 | 0.00% |
| Gay | 0 | 0.00% |
| Heterosexual | 1 | 14.29% |
| I do not wish to disclose my sexual orientation | 0 | 0.00% |
| Lesbian | 0 | 0.00% |
| Undefined | 6 | 85.71% |

- In Q2, 2010, the equivalent figures show 2 do not wish to disclose and 4 are Undefined.

6) LEARNING AND DEVELOPMENT PROFILE

Total Trainees*: 41

* Members of staff who have been booked on at least one course in the reporting period

The figure of 41 can be compared with the equivalent figure for Q2, 2010 of 64.

Age Profile

| Age Group | Under 20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65 & Over |
|----------------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------|
| No of Trainees | 0 | 1 | 4 | 6 | 9 | 4 | 5 | 8 | 4 | 0 | 0 |
| % of Staff | 0.0% | 2.4% | 9.8% | 14.6% | 22.0% | 9.8% | 12.2% | 19.5% | 9.8% | 0.0% | 0.0% |

- The Q2, 2010 data is spread across the age ranges with 30-34 and 50-54 having the most in them (12 in each).

Ethnicity Profile

| Classification | Ethnicity Code | Staff | % | % of Staff |
|-------------------------|----------------|-----------|----------------|---------------|
| White British | | 36 | 87.80% | 10.08% |
| Irish | | 0 | 0.00% | 0.00% |
| Other White | | 2 | 4.88% | 0.56% |
| White & Black Caribbean | | 0 | 0.00% | 0.00% |
| White & Black African | | 0 | 0.00% | 0.00% |
| White & Asian | | 0 | 0.00% | 0.00% |
| Other Mixed | | 0 | 0.00% | 0.00% |
| Indian | | 0 | 0.00% | 0.00% |
| Pakistani | | 1 | 2.44% | 0.28% |
| Bangladeshi | | 0 | 0.00% | 0.00% |
| Other Asian | | 0 | 0.00% | 0.00% |
| Caribbean | | 0 | 0.00% | 0.00% |
| African | | 0 | 0.00% | 0.00% |
| Other Black | | 0 | 0.00% | 0.00% |
| Chinese | | 1 | 2.44% | 0.28% |
| Other Ethnic | | 0 | 0.00% | 0.00% |
| Not Stated | | 1 | 2.44% | 0.28% |
| Total | | 41 | 100.00% | 11.48% |

- 79.7% were white British in Q2, 2010, if Other White is included, the percentage is 90.6%..

Gender Profile

| Gender | % of Trainees | % of Workforce |
|--------|---------------|----------------|
| Male | 8 | 19.51% |
| Female | 33 | 80.49% |

- In Q2 2010, the equivalent figures were 10.93% males and 89.1% female.

5) LEARNING & DEVELOPMENT PROFILE continued

Disability Profile

| Disability Status | % of Trainees | % of Workforce |
|-------------------|---------------|----------------|
| No | 48.78% | 5.60% |
| Yes | 0.00% | 0.00% |
| Not Declared | 4.88% | 0.56% |
| Undefined | 46.34% | 5.32% |

- 85.9% of the Q2, 2010 trainees data was undefined with none declaring a disability.

Religious Belief

| Religious Belief | % of Trainees | % of Workforce |
|--|---------------|----------------|
| Atheism | 4.88% | 0.56% |
| Buddhism | 0.00% | 0.00% |
| Christianity | 24.39% | 2.80% |
| Hinduism | 0.00% | 0.00% |
| I do not wish to disclose my religion/belief | 14.63% | 1.68% |
| Islam | 0.00% | 0.00% |
| Judaism | 0.00% | 0.00% |
| Other | 7.32% | 0.84% |
| Sikhism | 0.00% | 0.00% |
| Undefined | 48.78% | 5.60% |

- 87.5% of the Q2, 2010 trainees religious belief data was undefined and 1.56% wishing not to disclose.

Sexual Orientation Profile

| Sexual Orientation | % of Trainees | % of Workforce |
|---|---------------|----------------|
| Bisexual | 0.00% | 0.00% |
| Gay | 0.00% | 0.00% |
| Heterosexual | 26.83% | 3.08% |
| I do not wish to disclose my sexual orientation | 21.95% | 2.52% |
| Lesbian | 2.44% | 0.28% |
| Undefined | 48.78% | 5.60% |

- 87.5% of the Q2, 2010 trainees sexual orientation data was undefined with 3.13% not wishing to disclose.