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%
		Г		1
Race/Ethnicity (Total Response Overview)	70		Unit	% of workforce
Yes - Total Ethnicity Data Response	72	73.47%	2,367	67.71%
No - Total Ethnicity Data Response  Grand Total	26 98	26.53% 100.00%	1,129 <b>3,496</b>	32.29% <b>100%</b>
Grand Total		100.0076	3,430	100/0
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  *Not specified/Unknown	7	7.14%	270	7.72%
Grand Total	30 98	30.61% 100.00%	1,196 <b>3,496</b>	34.21% <b>100%</b>
Grand Total	30	100.00%	3,490	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		ı	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%
in an inca			702	
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%
		г		
Gender Reassignment			Unit	% of workforce
<b>Yes</b> - Gender identity <b>the same</b> as the gender	46	46.94%	1,453	41.56%
assigned at hirth		-	1.4.13	
-			2, .55	
<b>No</b> - Gender identity not <b>the same</b> as the gender	0	0.00%		0.34%
<b>No</b> - Gender identity not <b>the same</b> as the gender assigned at birth			12	
No - Gender identity not the same as the gender assigned at birth  Prefer not to say	0 2 50	0.00% 2.04% 51.02%		0.34% 0.72% 57.38%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say	2	2.04%	12 25	0.72%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total	2 50	2.04% 51.02%	12 25 2,006	0.72% 57.38% 100%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total  Pregnancy and Maternity	2 50 98	2.04% 51.02% 100.00%	12 25 2,006 <b>3,496</b> Unit	0.72% 57.38% 100% % of workforce
No - Gender identity not the same as the gender assigned at birth  Prefer not to say *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity	2 50 98	2.04% 51.02% 100.00%	12 25 2,006 <b>3,496</b> Unit 43	0.72% 57.38% 100% % of workforce 1.23%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity  Non-maternity	2 50 98 0 98	2.04% 51.02% 100.00% 0.00% 100.00%	12 25 2,006 <b>3,496</b> Unit 43 3,453	0.72% 57.38% 100% % of workforce 1.23% 98.77%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity	2 50 98	2.04% 51.02% 100.00%	12 25 2,006 <b>3,496</b> Unit 43	0.72% 57.38% 100% % of workforce 1.23%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity  Non-maternity  Grand Total	2 50 98 0 98	2.04% 51.02% 100.00% 0.00% 100.00%	12 25 2,006 <b>3,496</b> Unit 43 3,453	0.72% 57.38% 100% % of workforce 1.23% 98.77%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity  Non-maternity  Grand Total  Non-Disclosure/Not Specified Overview	2 50 98 0 98	2.04% 51.02% 100.00% 0.00% 100.00%	12 25 2,006 <b>3,496</b> Unit 43 3,453 <b>3,496</b>	0.72% 57.38% 100% % of workforce 1.23% 98.77% 100%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity  Non-maternity  Grand Total  Non-Disclosure/Not Specified Overview  Protected Characteristics:	2 50 98 0 98	2.04% 51.02% 100.00% 0.00% 100.00%	12 25 2,006 3,496 Unit 43 3,453 3,496	0.72% 57.38% 100%  % of workforce 1.23% 98.77% 100%
No - Gender identity not the same as the gender assigned at birth  Prefer not to say  *Not specified/Unknown  Grand Total  Pregnancy and Maternity  Maternity  Non-maternity  Grand Total  Non-Disclosure/Not Specified Overview  Protected Characteristics:  Disability	2 50 98 0 98	2.04% 51.02% 100.00% 0.00% 100.00%	12 25 2,006 <b>3,496</b> Unit 43 3,453 <b>3,496</b>	0.72% 57.38% 100%  % of workforce 1.23% 98.77% 100%  Occasions) *
Pregnancy and Maternity  Maternity  Non-maternity	2 50 98 0 98	2.04% 51.02% 100.00% 0.00% 100.00%	12 25 2,006 <b>3,496</b> Unit 43 3,453 <b>3,496</b>	0.72% 57.38% 100%  % of workforce 1.23% 98.77% 100%

Non-Disclosure/Not Specified Overview				
Protected Characteristics:				
Disability				
Race/Ethnicity				
Religion or Belief				
Sexual Orientation				
Marriage or Civil Partnership				
Gender Reassignment				

	Unit (Occasions) *
	1,146
	1,104
	1,196
	1,220
	2,139
	2,006
7	the incident of non disclosure sould

<sup>\*</sup> 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.