

## Appendix A

### Annual Statement of Equality

#### Workforce Demographics

##### Workforce by Employment Type

<b>Employment Type</b>	<b>Headcount</b>	<b>Percentage of Workforce</b>
Grey Book – WDS	696	47.5%
Grey Book – RDS	375*	25.5%
Grey Book – Control	40	3%
Green Book	354	24%
<b>Total</b>	<b>1465</b>	<b>100%</b>

\*Employees with dual contracts, ie, WDS and RDS have only been counted once in their WDS employment

##### Workforce Gender Profile by Employment Type

<b>Employment Type</b>	<b>Overall Headcount</b>	<b>Male Headcount</b>	<b>Percentage</b>	<b>Female Headcount</b>	<b>Percentage</b>
Grey Book – WDS	696	631	90.5%	65	9.5%
Grey Book – RDS	375	355	94.5%	20	5.5%
Grey Book – Control	40	6	15%	34	85%
Green Book	354	179	50.5%	175	49.5%
<b>Total</b>	<b>1465</b>	<b>1171</b>	<b>80%</b>	<b>294</b>	<b>20%</b>

##### Male Workforce by Employment Type

<b>Employment Type</b>	<b>Headcount</b>	<b>Percentage of Male Workforce</b>
Grey Book – WDS	631	54%
Grey Book – RDS	355	30.5%
Grey Book – Control	6	0.5%
Green Book	179	15%
<b>Total</b>	<b>1171</b>	<b>100%</b>

##### Female Workforce by Employment Type

<b>Employment Type</b>	<b>Headcount</b>	<b>Percentage of Female Workforce</b>
Grey Book – WDS	65	22%
Grey Book – RDS	20	7%
Grey Book – Control	34	11.5%
Green Book	175	59.5%
<b>Total</b>	<b>294</b>	<b>100%</b>

## Workforce Profile – Non-White British\* by Employment Type

Employment Type	Headcount	Percentage
Grey Book – WDS	28	4.5%
Grey Book – RDS	19	6%
Grey Book – Control	1	2.5%
Green Book	23	7.25%
<b>Total</b>	<b>71</b>	<b>5%</b>

\*Stats exclude those who have not given their ethnicity and includes: Black African & Caribbean, Asian Mixed & Other Asian, Chinese, Indian, Mixed Other, Mixed African & Caribbean, Gypsy or Irish Traveller, White Eastern European & Other Ethnicity

### Breakdown by Ethnicity

Ethnicity Profile	Headcount	Percentage of Workforce
Arab	1	0.07%
Black African	1	0.07%
Black Caribbean	3	0.20%
Chinese	1	0.07%
Gypsy or Irish Traveller	3	0.20%
Indian	6	0.41%
Mixed Caribbean	2	0.14%
Mixed Other	10	0.68%
Other Asian	2	0.14%
Other Ethnicity	1	0.07%
Prefer not to say	162	11.06%
White British	1232	84.10%
White Eastern European	3	0.20%
White Irish	5	0.34%
White Other	33	2.25%
<b>Total</b>	<b>1465</b>	<b>100%</b>