

Workforce Equality Profile - As at end of March 2018 - BHCC

| | | Ethnicity | | | | Disability | | LGBT | | Sex Profile | | |
|----------|-------------------------------|-----------------|---------------|---------------|--------|---------------|------------|--------------|--------|-------------|--------|--------|
| | | Targets | | 1.60% | 8.80% | 9.10% | 8.0% | | 13% | | 53.60% | 46.40% |
| Grade | BHCC | White - British | White - Irish | White - Other | BME | No disability | Disability | Heterosexual | LGBT | Male | Female | |
| | Lower (Scale 6 and below) | 82.36% | 1.81% | 8.74% | 7.08% | 92.46% | 7.54% | 89.18% | 10.82% | 44.67% | 55.33% | |
| | Middle (SO1/2 to M9) | 86.06% | 2.91% | 4.62% | 6.41% | 92.42% | 7.58% | 87.29% | 12.71% | 34.09% | 65.91% | |
| | Upper (M8 and above) | 87.45% | 1.30% | 3.46% | 7.79% | 95.13% | 4.87% | 86.00% | 14.00% | 40.63% | 59.38% | |
| Contract | BHCC | White - British | White - Irish | White - Other | BME | No disability | Disability | Heterosexual | LGBT | Male | Female | |
| | Permanent | 84.88% | 2.31% | 6.42% | 6.39% | 92.45% | 7.55% | 88.34% | 11.66% | 40.56% | 59.44% | |
| | Temporary/Seconded/Fixed Term | 76.38% | 1.57% | 10.24% | 11.81% | 94.32% | 5.68% | 86.72% | 13.28% | 37.63% | 62.37% | |

Data excludes schools staff.
 Data includes contracted staff only, including temporary and fixed term staff.
 All graphs are based on data where respective characteristics data is known.
 Unknown graphs represent data where information is unknown or not provided at all.
 Records where staff declined to specify is within the known data.

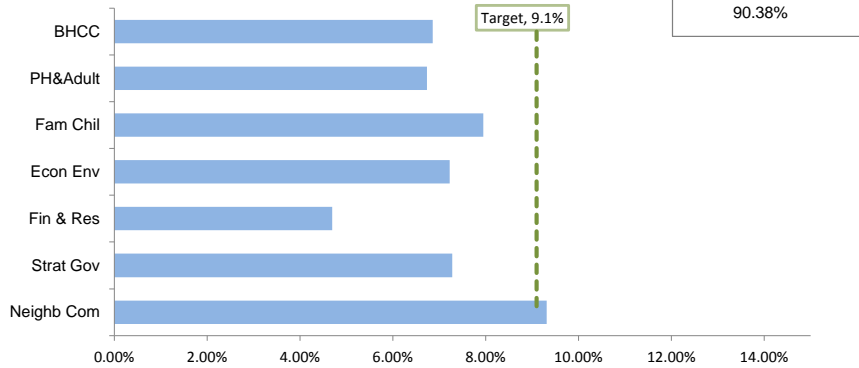
Traffic Light System (below): Grade and Contract are measured against the target.

| | | |
|--------------|--------------|-------------------------|
| above target | below target | within 10% below target |
|--------------|--------------|-------------------------|

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Ethnicity Profile

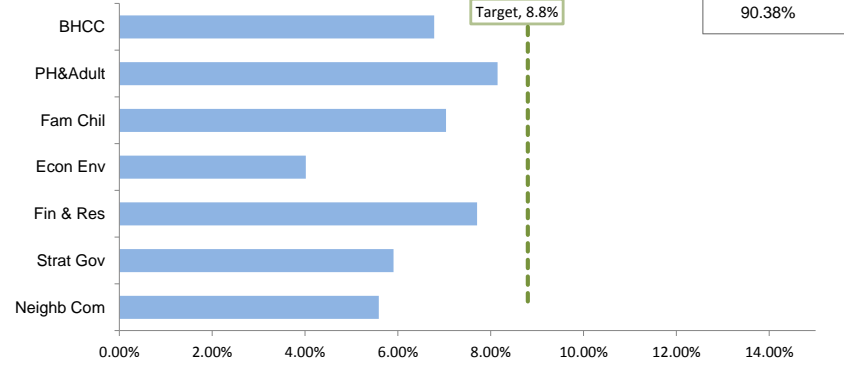
BME Profile



Known data:

90.38%

White Other Profile



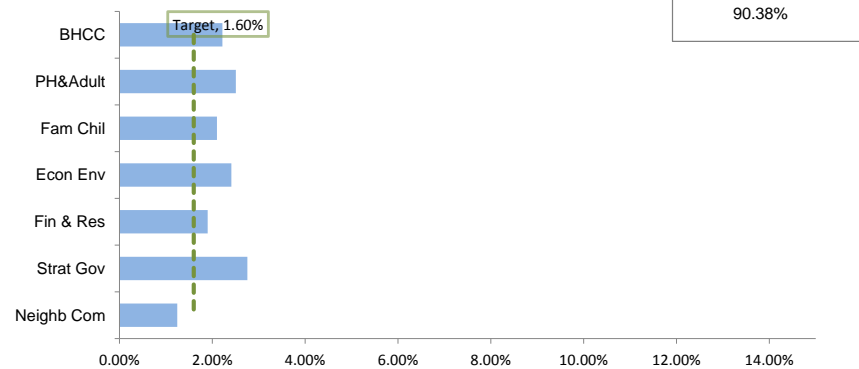
Known data:

90.38%

| | BHCC | PH&Adult | Fam Chil | Econ Env | Fin & Res | Strat Gov | Neighb Com |
|-----|-------|----------|----------|----------|-----------|-----------|------------|
| BME | 6.86% | 6.74% | 7.95% | 7.23% | 4.69% | 7.28% | 9.32% |

| | BHCC | PH&Adult | Fam Chil | Econ Env | Fin & Res | Strat Gov | Neighb Com |
|---------------|-------|----------|----------|----------|-----------|-----------|------------|
| White - Other | 6.78% | 8.15% | 7.04% | 4.02% | 7.71% | 5.91% | 5.59% |

White Irish Profile

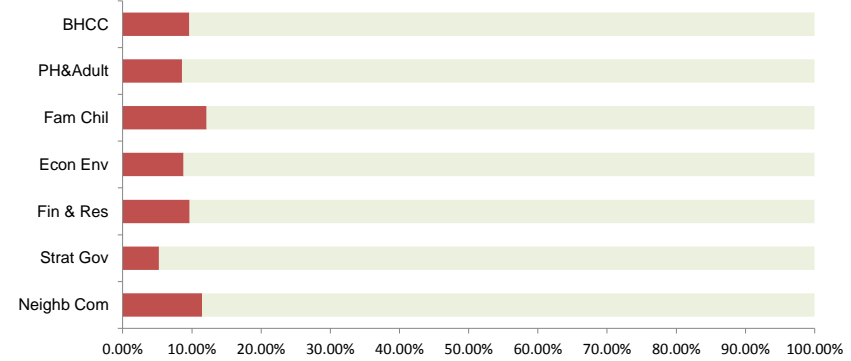


Known data:

90.38%

| | BHCC | PH&Adult | Fam Chil | Econ Env | Fin & Res | Strat Gov | Neighb Com |
|---------------|-------|----------|----------|----------|-----------|-----------|------------|
| White - Irish | 2.22% | 2.51% | 2.10% | 2.41% | 1.90% | 2.76% | 1.24% |

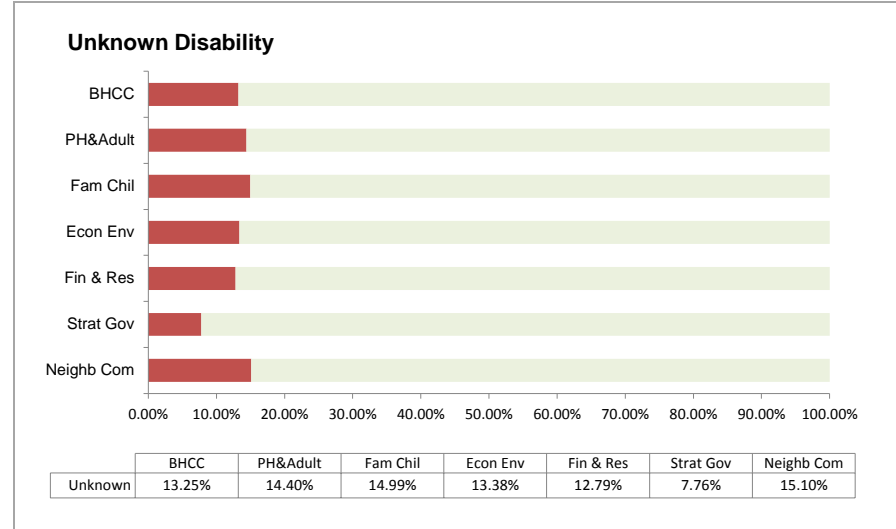
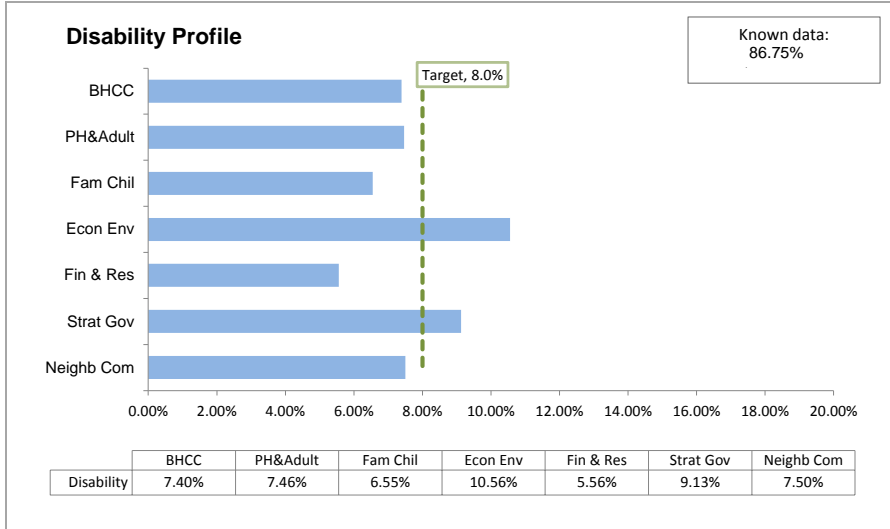
Unknown Ethnicity



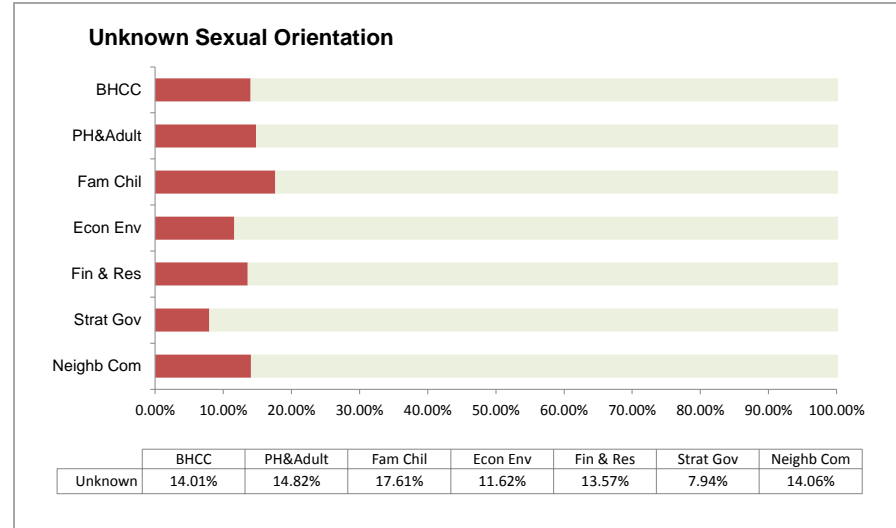
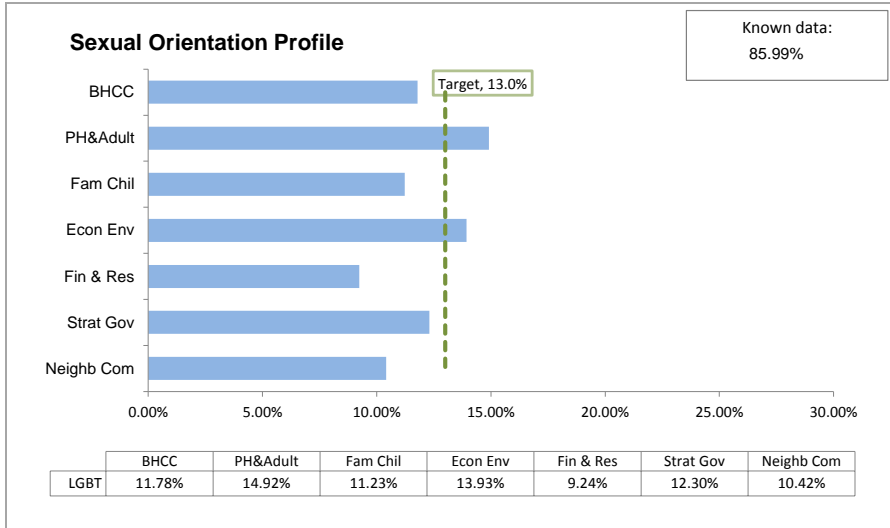
| | BHCC | PH&Adult | Fam Chil | Econ Env | Fin & Res | Strat Gov | Neighb Com |
|---------|-------|----------|----------|----------|-----------|-----------|------------|
| Unknown | 9.62% | 8.59% | 12.13% | 8.80% | 9.69% | 5.23% | 11.46% |

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Disability Profile

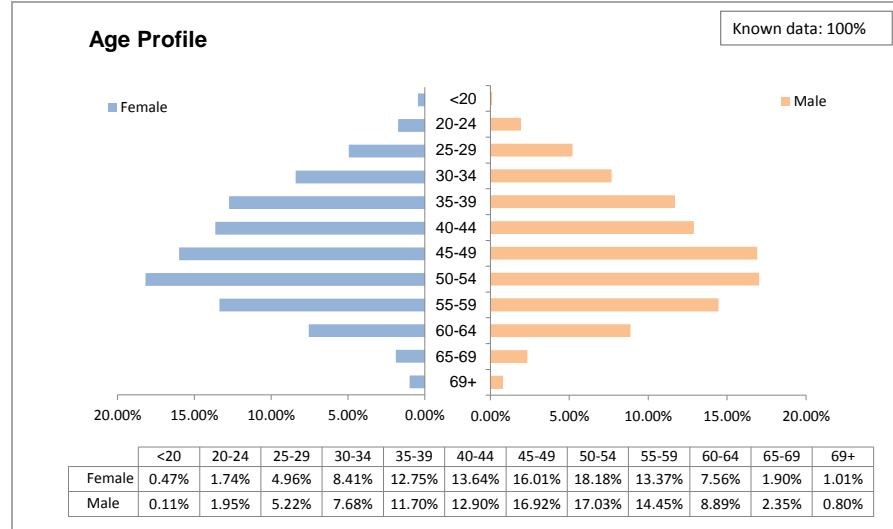
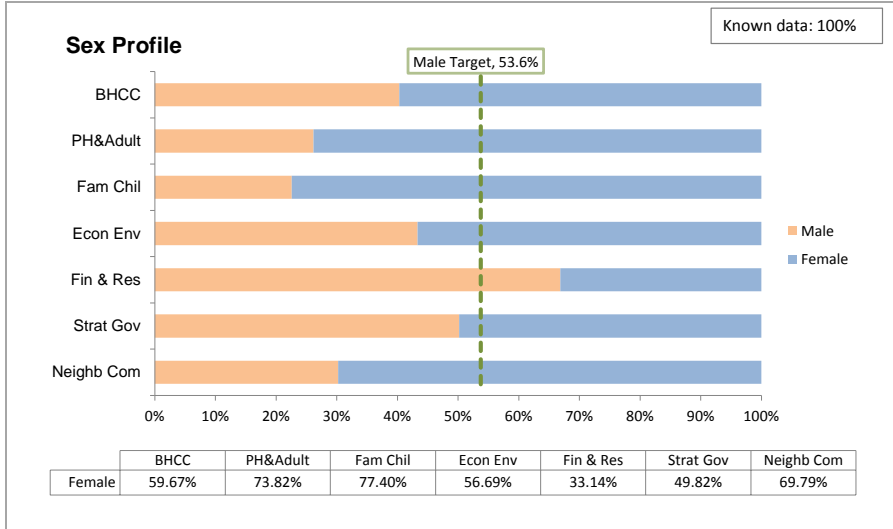


Sexual Orientation Profile



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Sex Profile and Age Profile



Religion or Belief Profile

