Workforce Profile as at 31 December 2010

Ethnicity as at 31 December 2010

Ethnicity	Leadership & Commissioning	Delivery Units	Finance Units	Resource Units	Council
BME	6.99%	4.86%	6.48%	6.33%	5.37%
White	93.01%	95.14%	93.52%	93.67%	94.63%
Not Declared	18.30%	15.30%	19.40%	25.90%	16.30%

Target 2010-11: 5.00%

Ethnicity Trend -All Council
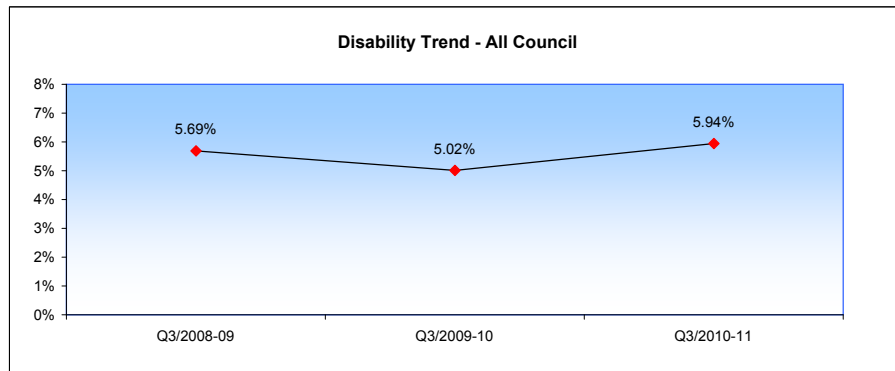

5.26%   5.17%   5.37%

Q3/2008-09   Q3/2009-10   Q3/2010-11
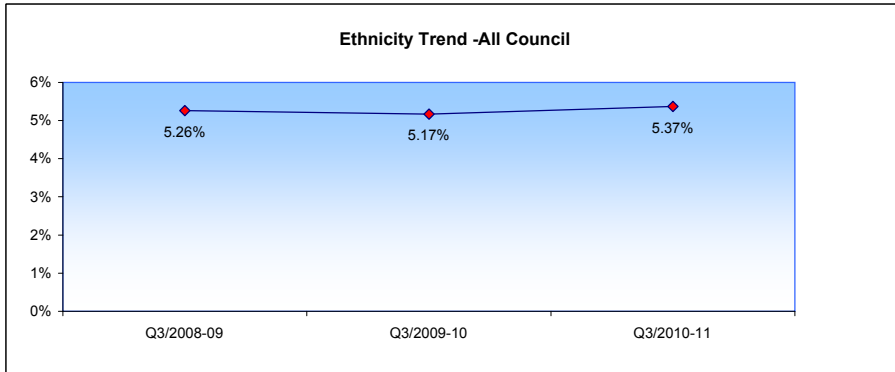
Disability as at 31 December 2010

Disability	Leadership & Commissioning	Delivery Units	Finance Units	Resource Units	Council
Disabled	5.10%	5.90%	6.40%	7.10%	5.94%
No Disability	94.90%	94.10%	93.60%	92.90%	94.06%
Not Declared	19.40%	18.30%	18.00%	18.90%	18.50%

Target 2010-11: 5.00%

Disability Trend - All Council

5.69%   5.02%   5.94%

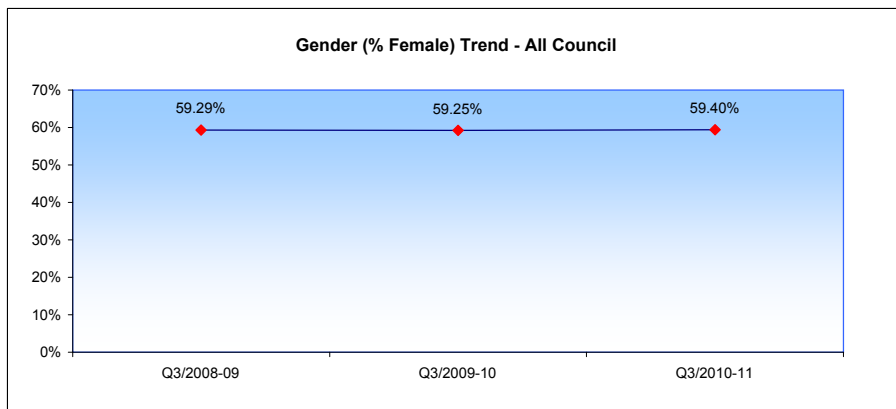Q3/2008-09   Q3/2009-10   Q3/2010-11

Sexual Orientation as at 31 December 2010

Sexual Orientation	Leadership & Commissioning	Delivery Units	Finance Units	Resource Units	Council
LGBT	13.06%	12.26%	7.79%	10.26%	12.10%
Heterosexual	86.94%	87.74%	92.21%	89.74%	87.90%
Not Declared	36.18%	30.26%	34.59%	28.89%	31.10%

LGBT Trend - All Council

11.4   11.8   12.1

Q3/2008-09   Q3/2009-10   Q3/2010-11
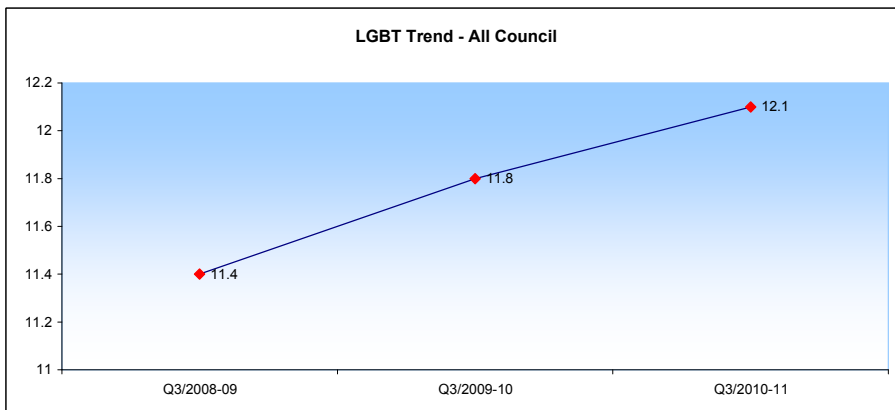
Gender as at 31 December 2010

Gender	Leadership & Commissioning	Delivery Units	Finance Units	Resource Units	Council
Female	67.40%	58.70%	59.40%	52.00%	59.40%
Male	32.60%	41.30%	40.60%	48.00%	40.60%

Gender (% Female) Trend - All Council

	Q3/2008-09	Q3/2009-10	Q3/2010-11
	59.29%	59.25%	59.40%

Religion as at 31 December 2010

Religion	Leadership & Commissioning	Delivery Units	Finance Units	Resource Units	Council
Buddhist	1.83%	1.48%	0.00%	0.96%	1.45%
Christian	43.00%	44.02%	49.40%	41.40%	43.73%
Hindu	0.41%	0.31%	1.20%	0.96%	0.41%
Jewish	0.61%	0.87%	1.20%	0.96%	0.85%
Muslim	1.42%	0.65%	0.00%	0.64%	0.75%
Sikh	0.00%	0.09%	0.00%	0.00%	0.06%
Other	8.11%	8.64%	4.82%	7.32%	8.33%
No Religion	44.62%	43.94%	43.37%	47.77%	44.42%
Not Declared	35.31%	37.59%	34.18%	35.66%	35.21%

Age as at 31 December 2010

Age Band	Leadership & Commissioning	Delivery Units	Finance Units	Resource Units	Council
<20	0.40%	0.17%	0.75%	0.41%	0.24%
20-24	2.40%	2.29%	4.51%	1.02%	2.24%
25-29	6.41%	7.99%	12.03%	6.15%	7.69%
30-34	9.61%	11.06%	9.77%	10.86%	10.79%
35-39	14.02%	14.06%	18.80%	15.57%	14.33%
40-44	16.96%	16.20%	18.80%	19.26%	16.67%
45-49	16.02%	15.52%	17.29%	16.80%	15.77%
50-54	12.15%	12.76%	11.28%	11.68%	12.50%
55-59	14.15%	10.84%	6.02%	11.27%	11.28%
60-64	6.41%	7.14%	0.75%	5.94%	6.74%
65+	1.47%	1.98%	0.00%	1.02%	1.76%
Average Age	45	44	40	44	44

All Council - Age Distribution of Staff

<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
0.24%	2.24%	7.69%	10.79%	14.33%	16.67%	15.77%	12.50%	11.28%	6.74%	1.76%