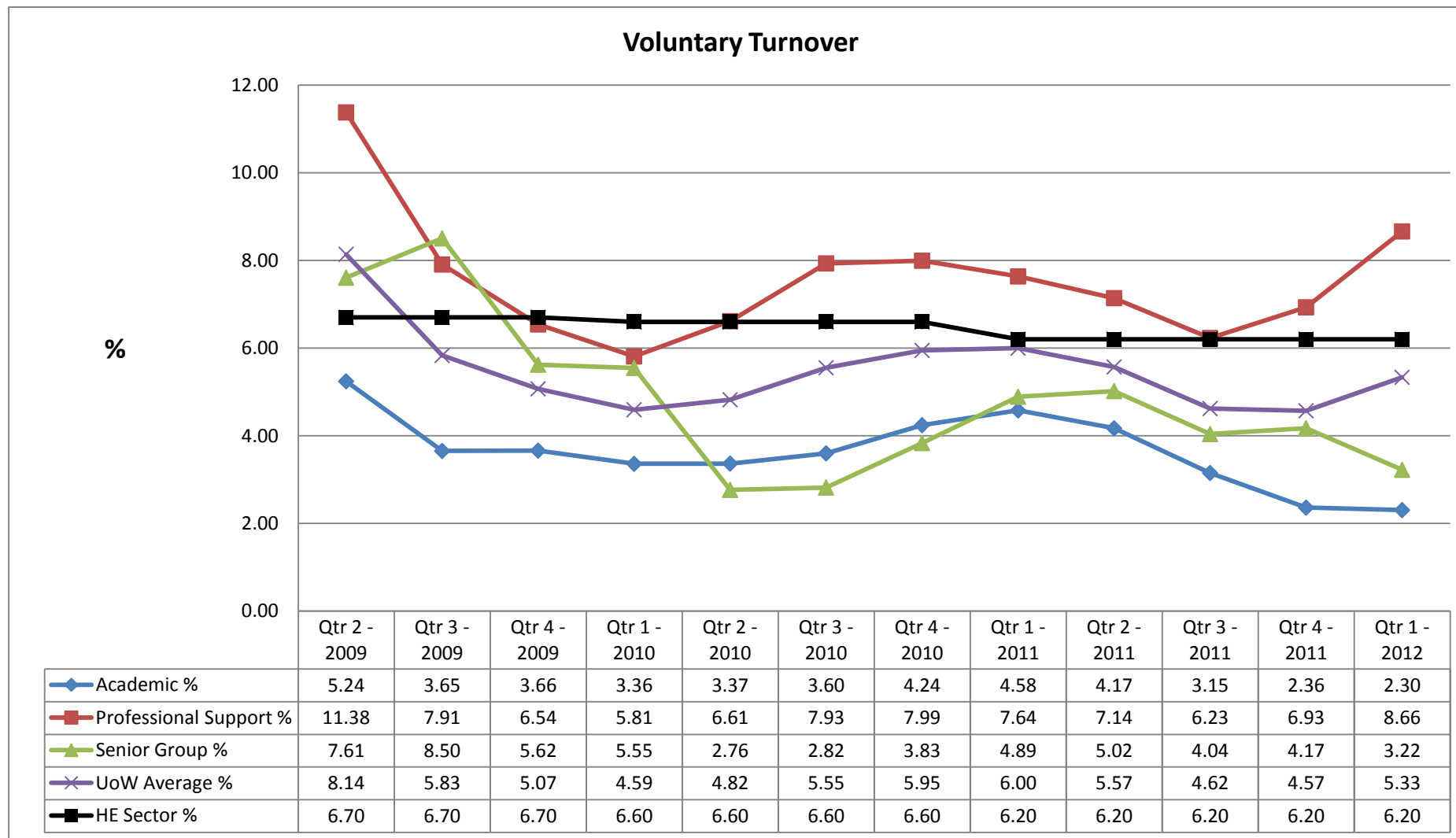
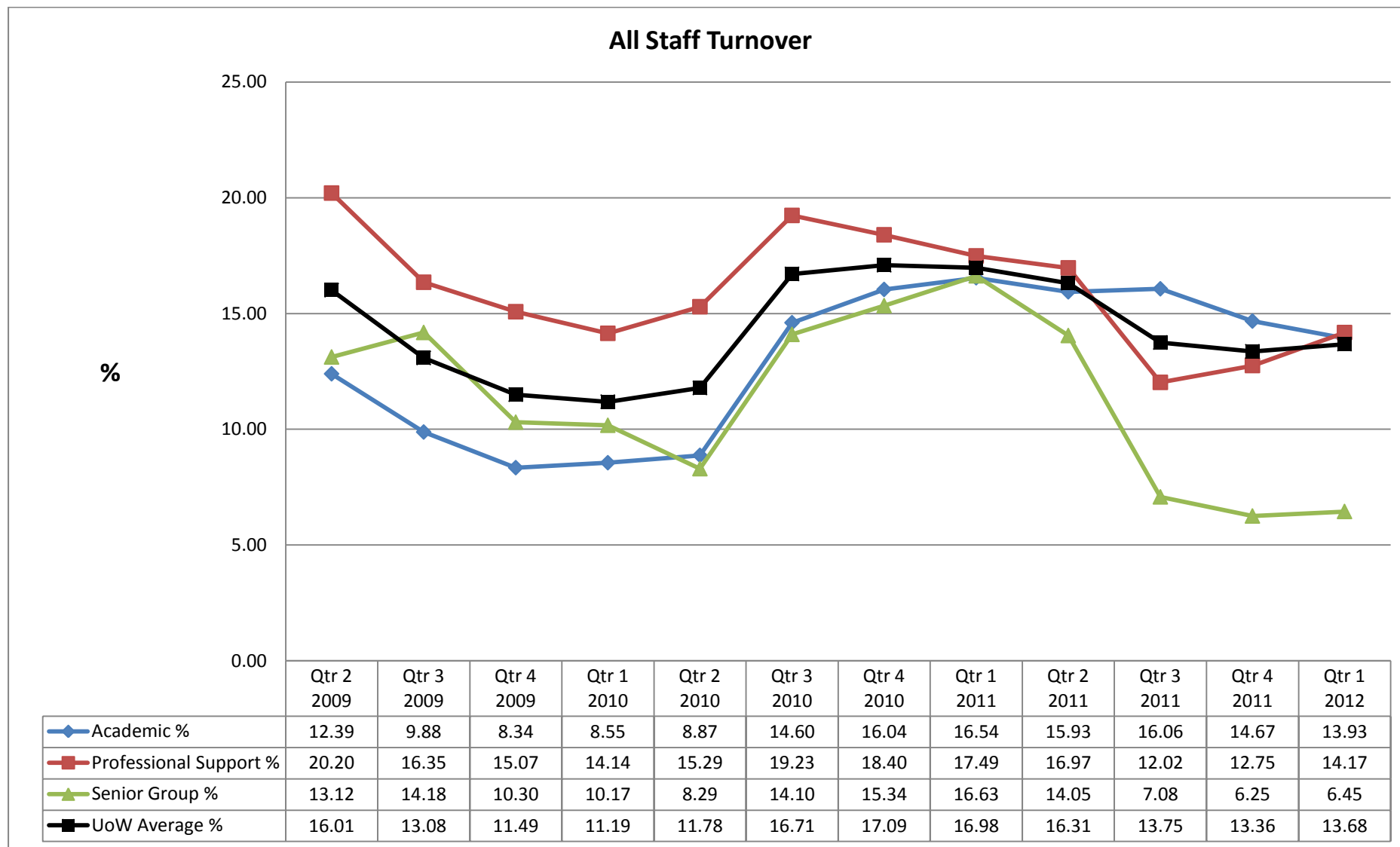


Appendix 1: Staff Profiling Information – Graphs (and Charts) 1 – 8

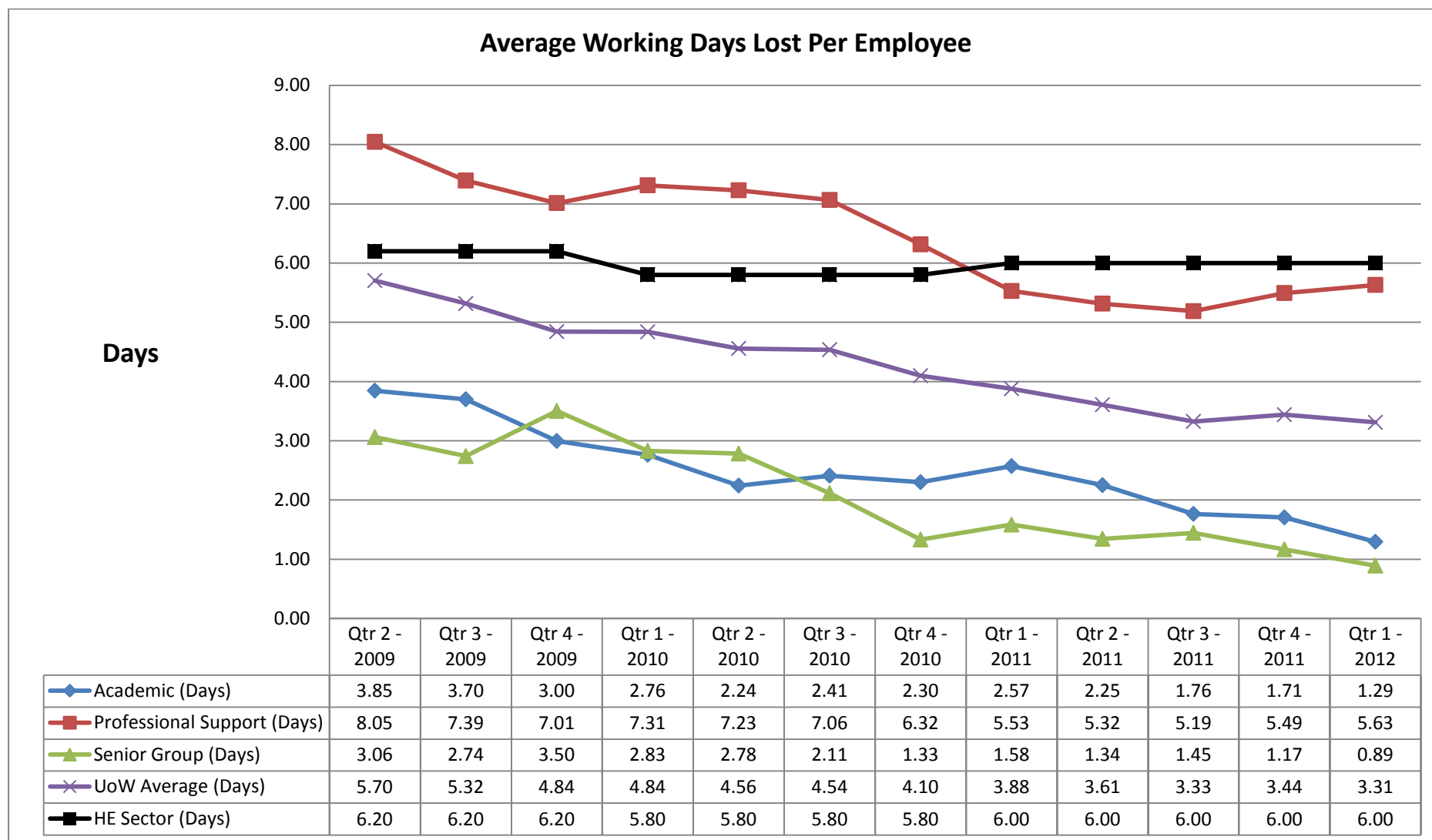
Graph 1 – Voluntary Turnover (Annual voluntary turnover: resignations only)



Graph 1a – All Turnover



Graph 2 – Sickness, average working days lost per employee



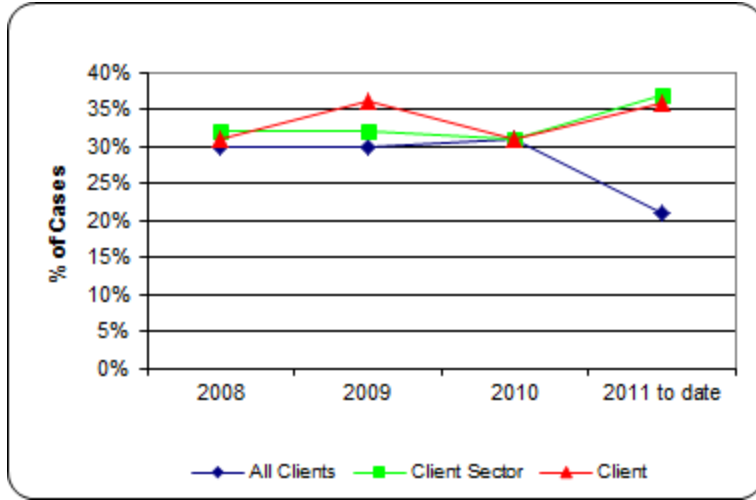
Graph 2a: Occupational Health Referrals

	1 Infections	2 Cancer/Malignancy	3 Haematological	4 Endocrine/Metabolic	5.1 Stress	5.2 Psychotic Illness	5.3 Anxiety	5.4 Depression	5.5 Alcohol & Drug Dependence	5.6 Other Psychiatric / Mental Health	6 Neurological	7 Ophthalmological	8 Audiological	9 Cardiovascular & Cerebro-vascular	10 Respiratory	11 Gastro-Intestinal	11.1 Dental	12 Dermatological	13.1 Back Pain	13.2 Neck Pain	13.3 Fracture	13.4 Lower limb Disorder	13.5 Upper Limb Disorder	13.6 Arthritis	13.7 Rheumatism	13.8 Other M / Skeletal and Injuries	14 Genitourinary	15 Gynaecological / Pregnancy	17 Congenital Malformations.	18 Other	18.25 CFS / Fibromyalgia / ME	19 Injuries & Poisoning	20 Unspecified Surgery / Post Op.	21 Fit/Healthy	23 WSA	Total		
Totals	1	1	1	1	4	3	3	1	0	0	0	0	0	1	1	0	0	0	1	0	1	1	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	23*
Subtotal (% of total)					11 (48%)						3 (13%)																											
Work Related (% of subtotal)					8 (73%)						1 (33%)																											
Covered by Disability Legislation (% of subtotal)					4 (36%)						1 (33%)																											

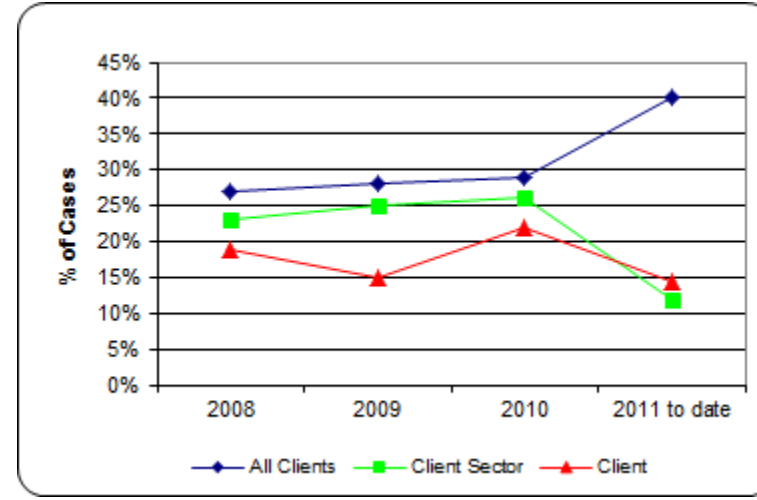
* Six cases remain open and two were cancelled.

Graph 2b

Mental Health Disorders



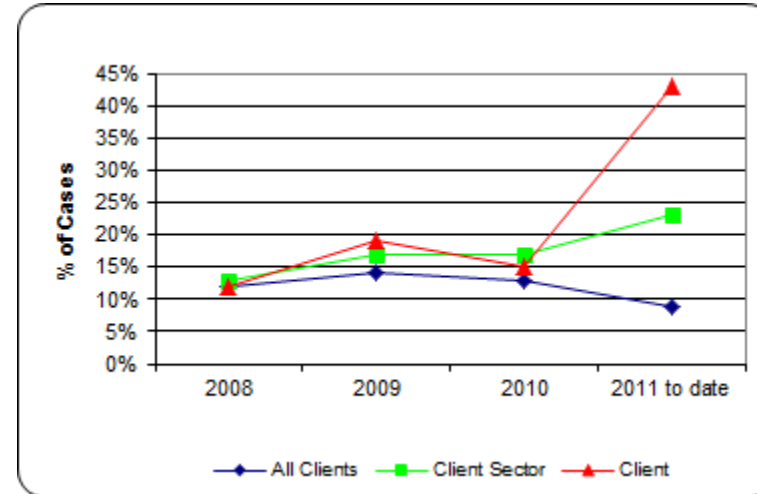
Musculoskeletal Disorders



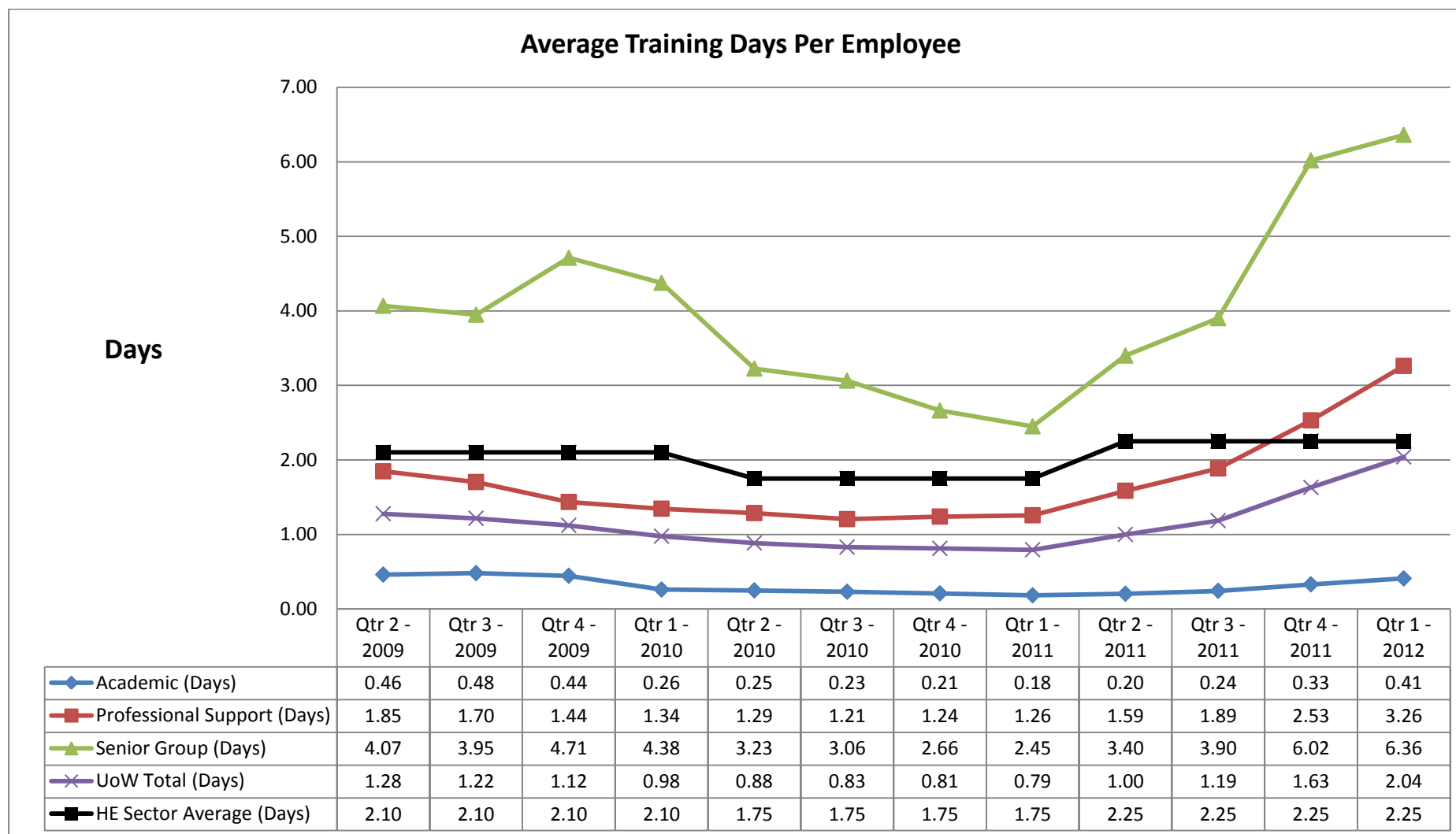
Disability Legislation Cases



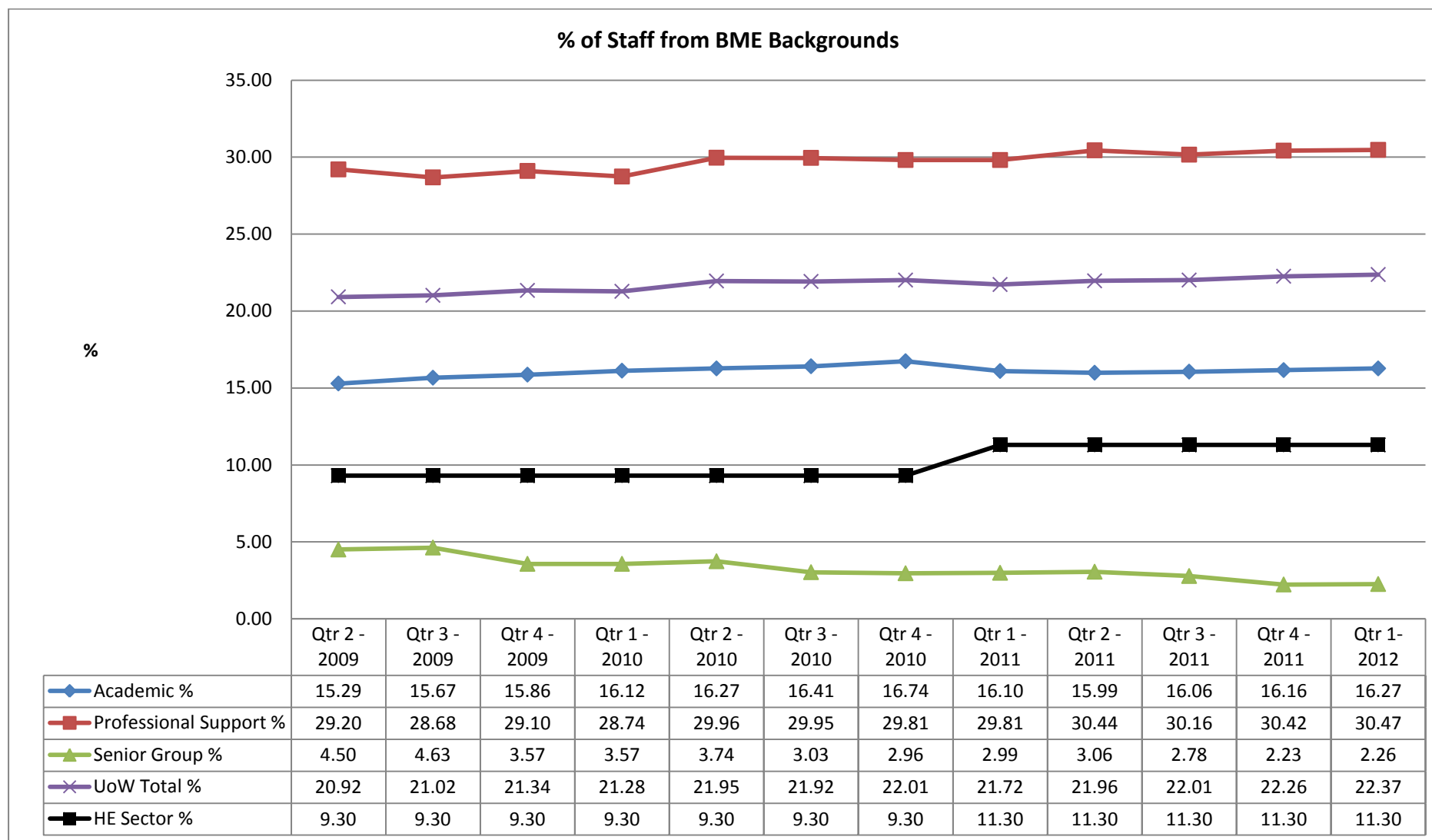
Work Related Cases



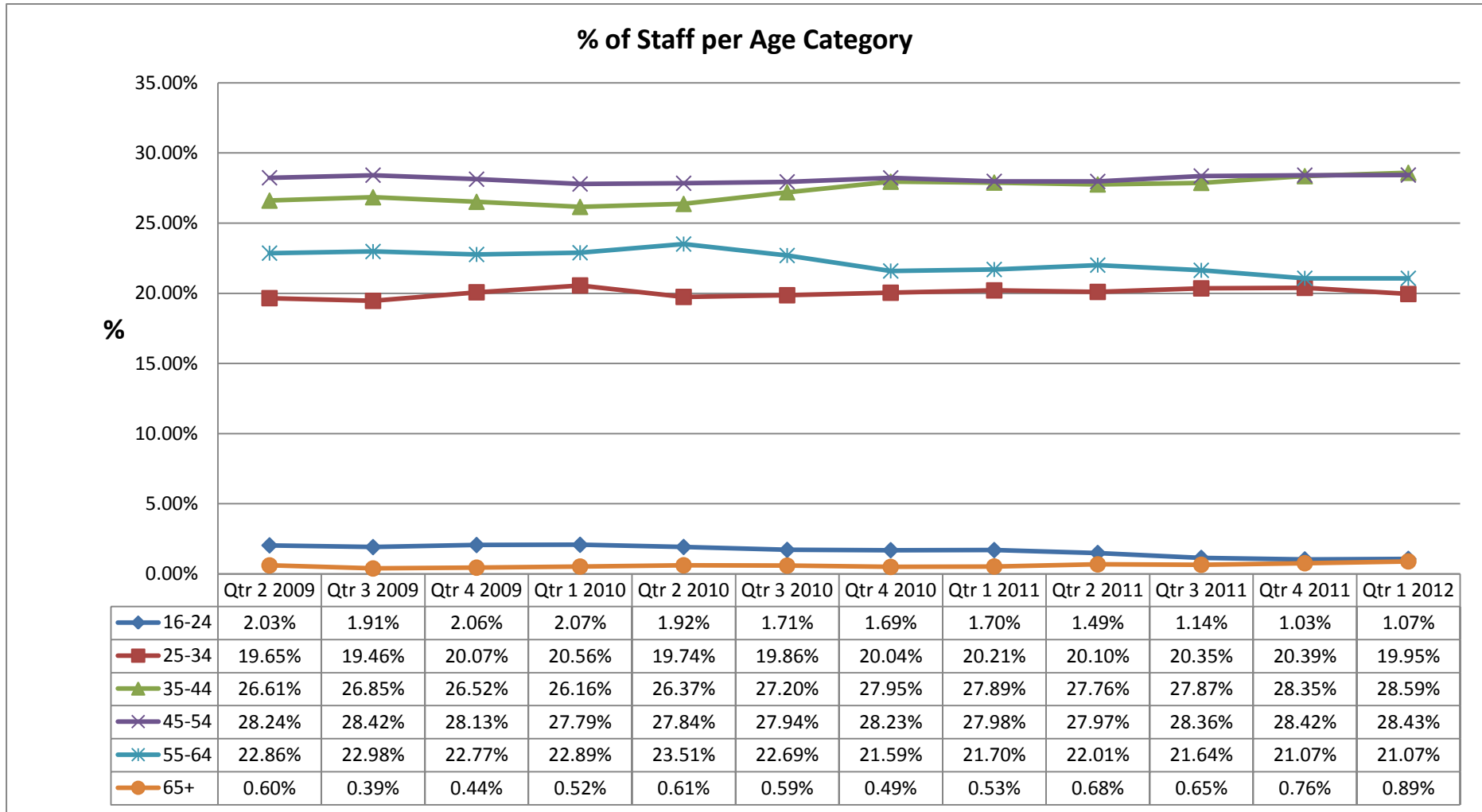
Graph 3 – Average training days per employee



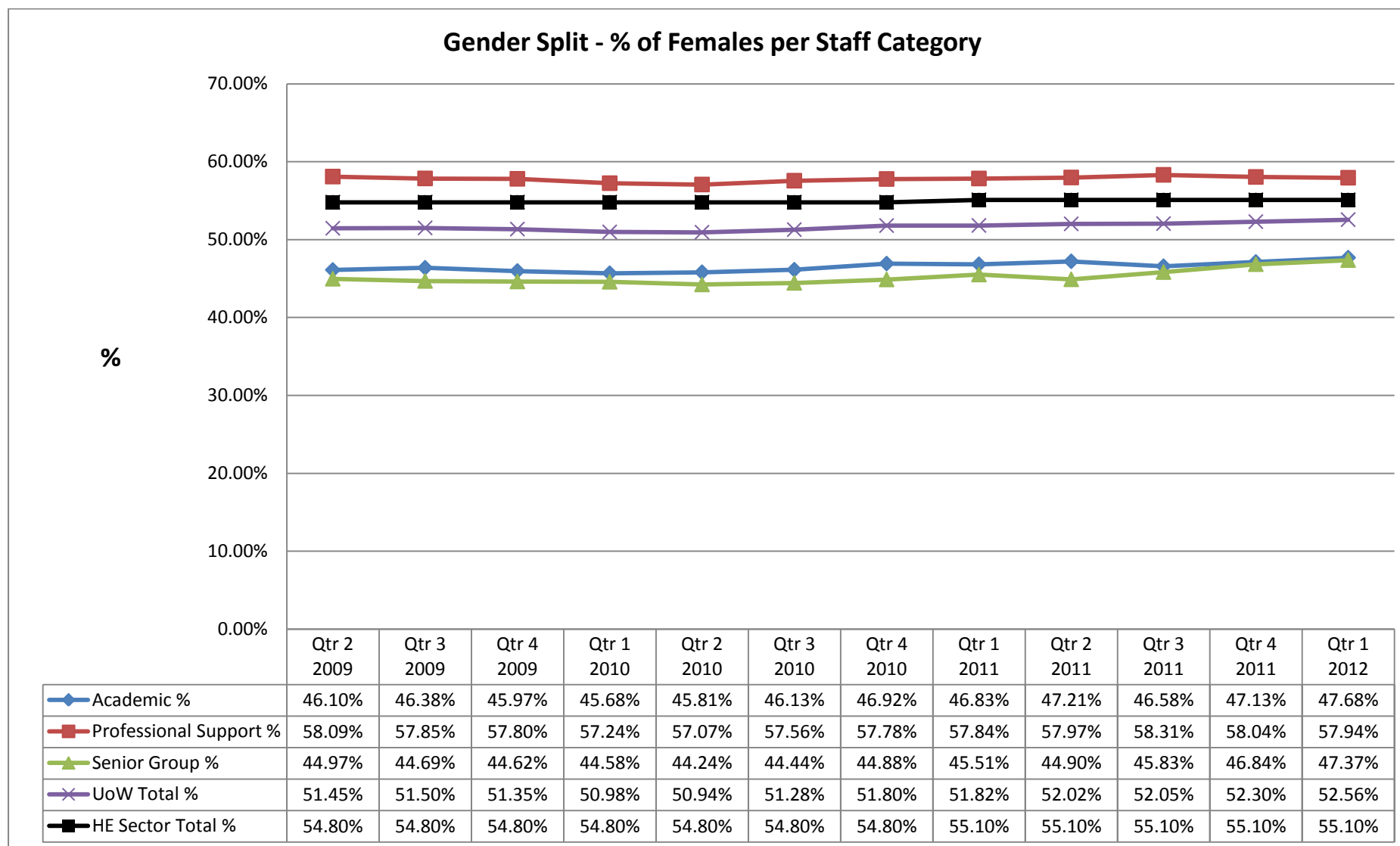
Staff Profile Information by Protected Characteristics: Graph 4 – Ethnicity of staff from BME backgrounds



Graph 5 – Age % of staff per Age Category



Graph 6 – Gender % of Female per Staff Category



Graph 7 – Staff with Declared Disability

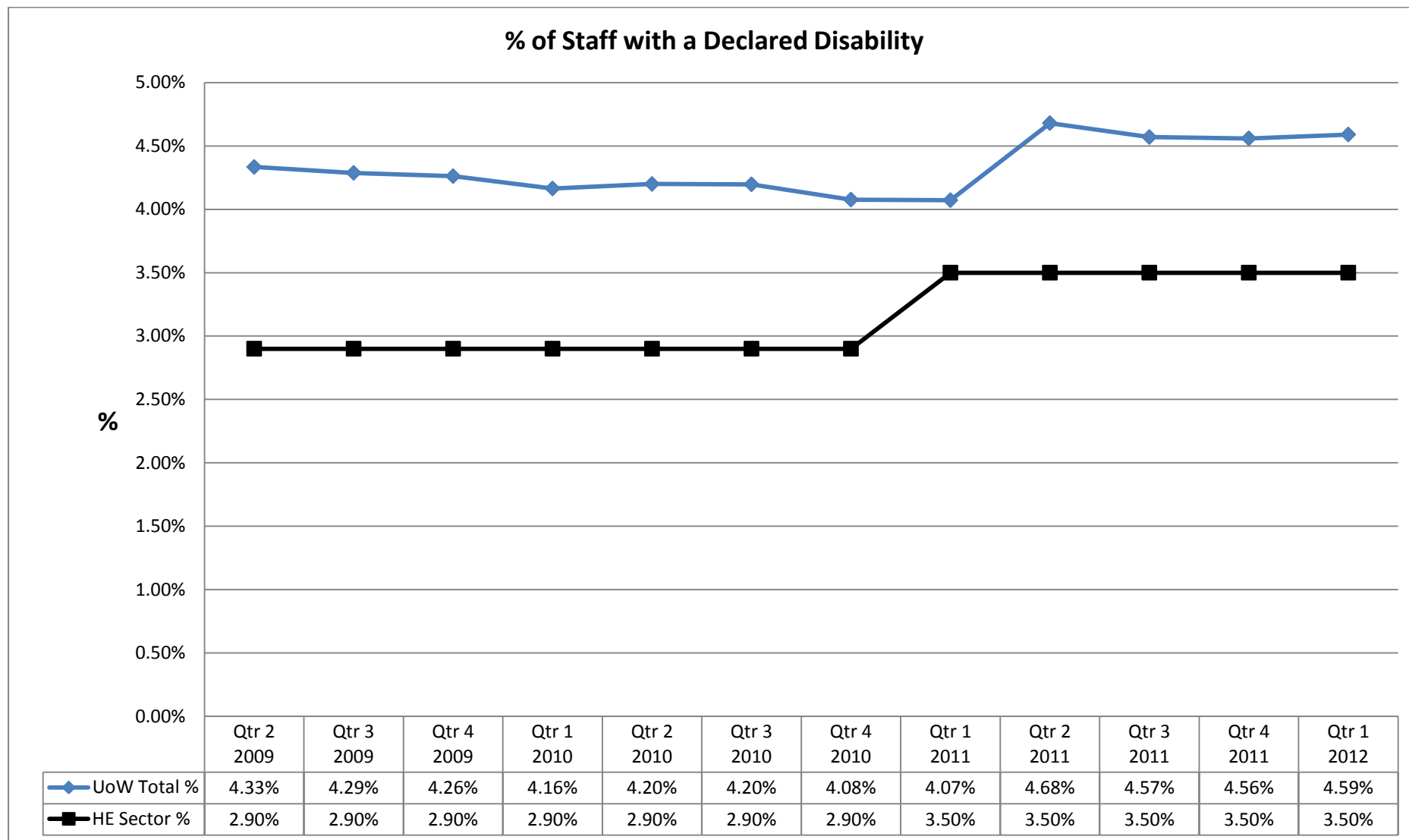


Chart 8: Religion and Belief and Sexual Orientation

	Academic	Professional Support	Senior Group	Total
Buddhist	0.23%	0.34%	1.14%	0.33%
Christian	7.20%	10.57%	19.32%	9.39%
Hindu	0.34%	1.25%	0.00%	0.76%
Jewish	0.57%	0.80%	1.14%	0.71%
Muslim	0.91%	1.59%	0.00%	1.19%
No Religion	7.31%	10.00%	19.32%	9.17%
Other	0.34%	0.45%	0.00%	0.38%
Prefer not to say	2.40%	2.95%	5.68%	2.82%
Sikh	0.00%	0.34%	0.00%	0.16%
Unknown	80.69%	71.70%	53.41%	75.09%

	Academic	Professional Support	Senior Group	Total
Buddhist	2	3	1	6
Christian	63	93	17	173
Hindu	3	11	0	14
Jewish	5	7	1	13
Muslim	8	14	0	22
No Religion	64	88	17	169
Other	3	4	0	7
Prefer not to say	21	26	5	52
Sikh	0	3	0	3
Unknown	706	631	47	1384
Total	875	880	88	1843

	Academic	Professional Support	Senior Group	Total
Bisexual	0.34%	0.34%	0.00%	0.33%
Gay Man	0.69%	1.36%	3.41%	1.14%
Gay Woman/Lesbian	0.11%	0.34%	0.00%	0.22%
Heterosexual/straight	16.80%	24.43%	35.23%	21.32%
Other	0.11%	0.23%	0.00%	0.16%
Prefer not to say	2.51%	2.05%	5.68%	2.44%
Unknown	79.43%	71.25%	55.68%	74.39%

	Academic	Professional Support	Senior Group	Total
Bisexual	3	3	0	6
Gay Man	6	12	3	21
Gay Woman/Lesbian	1	3	0	4
Heterosexual/straight	147	215	31	393
Other	1	2	0	3
Prefer not to say	22	18	5	45
Unknown	695	627	49	1371
Total	875	880	88	1843