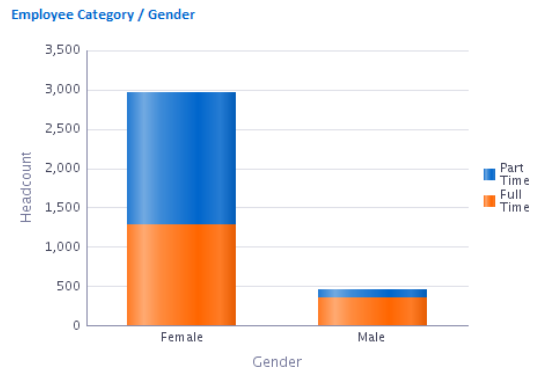
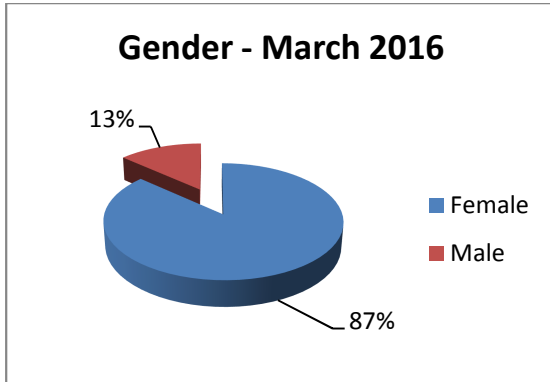


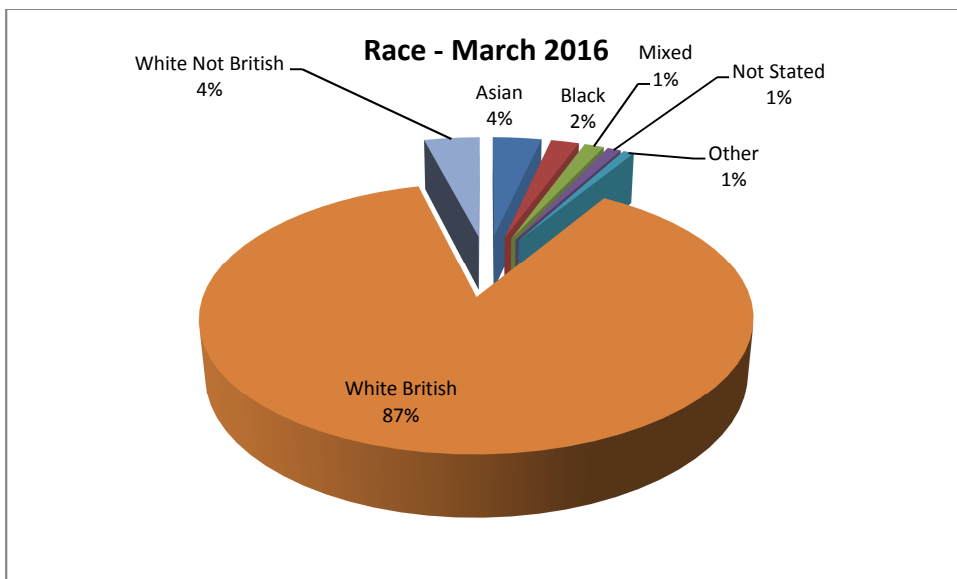
Gender

Solent had a headcount of 3425 at March 2016, and the gender split was 87% female to 13% male, with a female bias being typical of the caring professions. The bar chart on the right indicates that approximately half females are part-time, vs a far smaller proportion of part-time males.



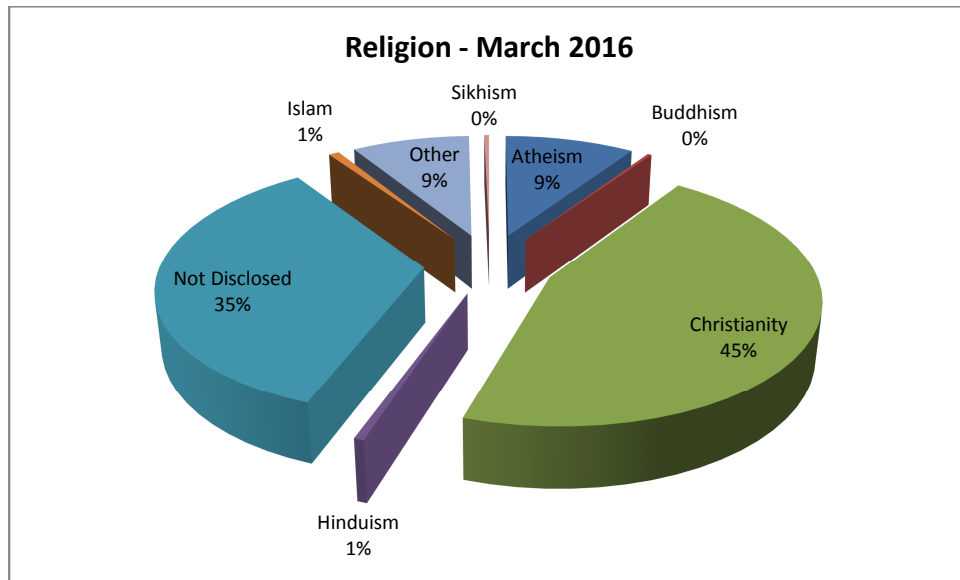
Race

The chart suggests that Solent is under-represented in the White Not British, Asian and Mixed categories and over-represented in the White British and Other categories when compared to local averages which indicate a White British population of 81%, White Not British at 6%, Asian at 7% and Mixed at 3%. Since March 2014, Asian group has increased by 1%, with a decrease in White British by the same amount.



Religion

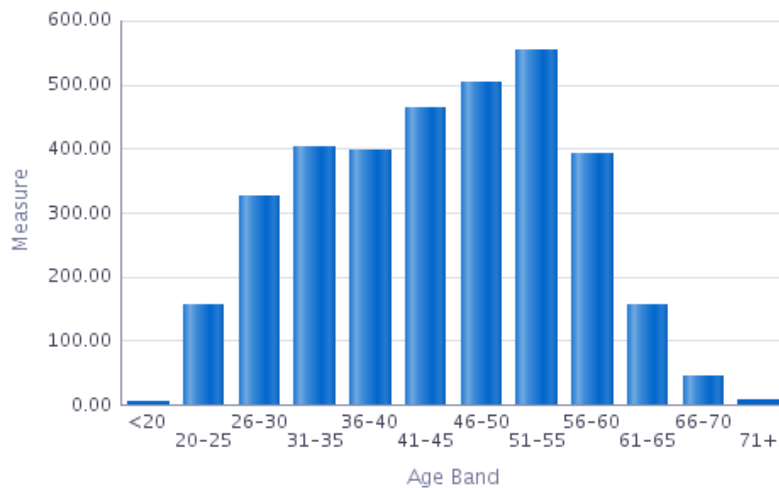
Religious Beliefs recorded presently show a high proportion of ‘Not Disclosed’ records, hence a good comparison cannot accurately be made against local information. A cleanse of this information resulted in a 3% increase in fields completed since 2014. The Not Disclosed category enables employees to opt out of providing this information.



Age

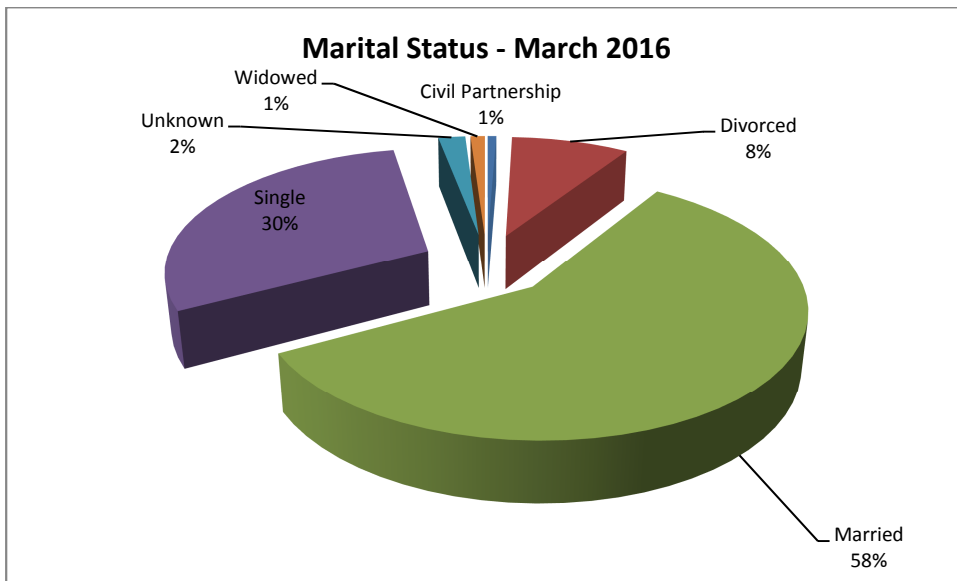
Proportions of staff steadily increase until it peaks with the 51-55 age band, and this is the age band with most staff. The drops in the 56-60 and 61-65 age bands are marked, and suggest that succession planning should continue to be a key consideration at Solent.

Age Band



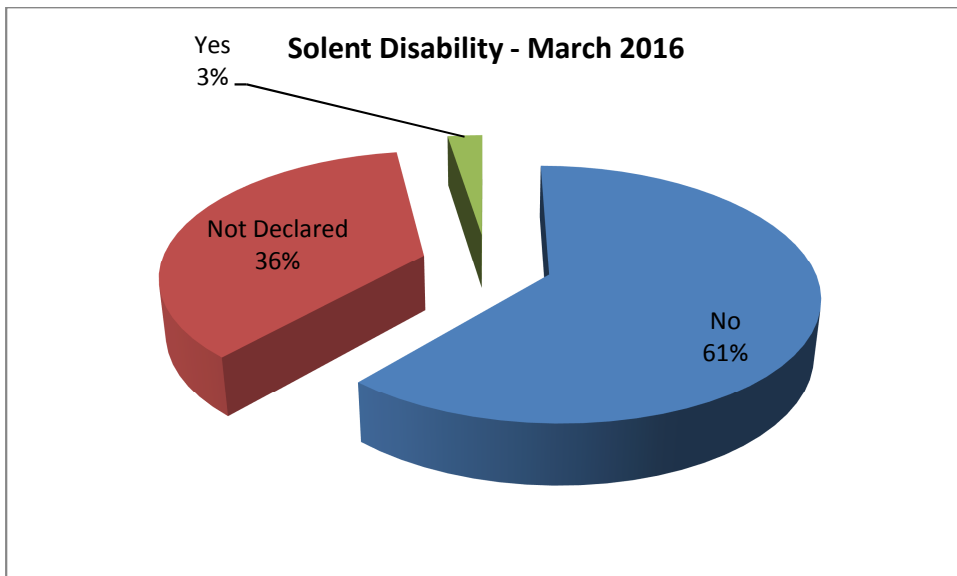
Marital Status

Solent continues to have a higher proportion of married couples than is reported in local Census data (58% vs 37%) mainly due to the fact that all ages of the local population are being compared with the working age group that Solent’s staff fall into. The other marital statuses are represented similarly between Solent and local averages.



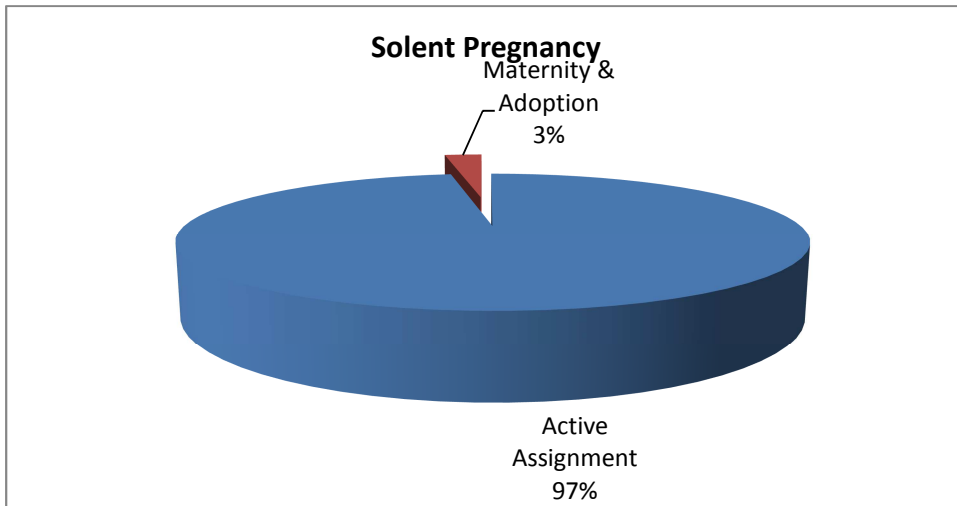
Disability

Solent reports a 3% disability rate, with 36% being undeclared.



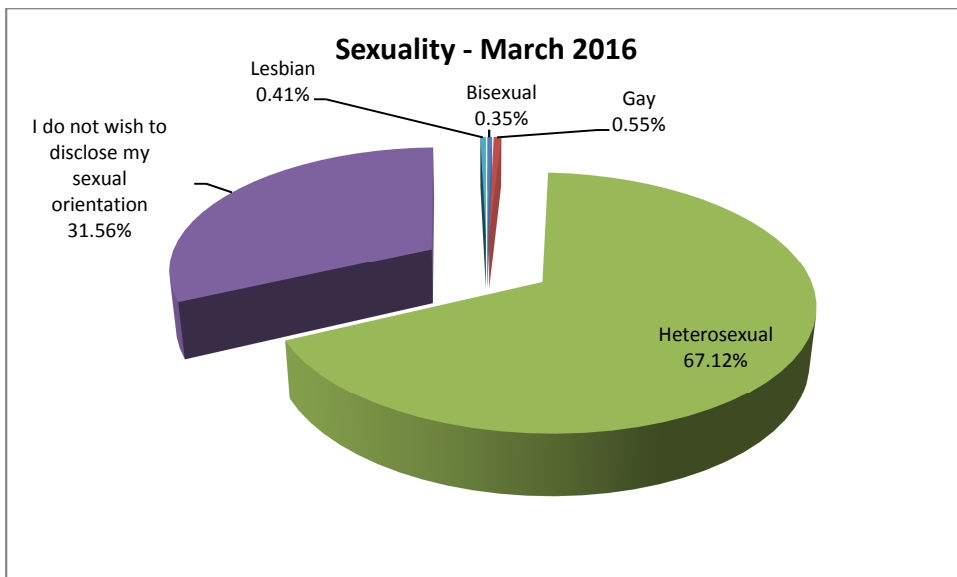
Pregnancy

Solent’s pregnancy, ie, maternity/paternity and adoption rate remains stable at 3%.



Sexuality

A large number of staff records show that sexuality is undisclosed, however, data quality has improved since 2014 with a reduction of 5% undisclosed records now that employees can update this data directly themselves in ESR. There is a very small prortion of records where Bisexual/Gay/Lesbian has been recorded (just over 1% for all three categories combined).



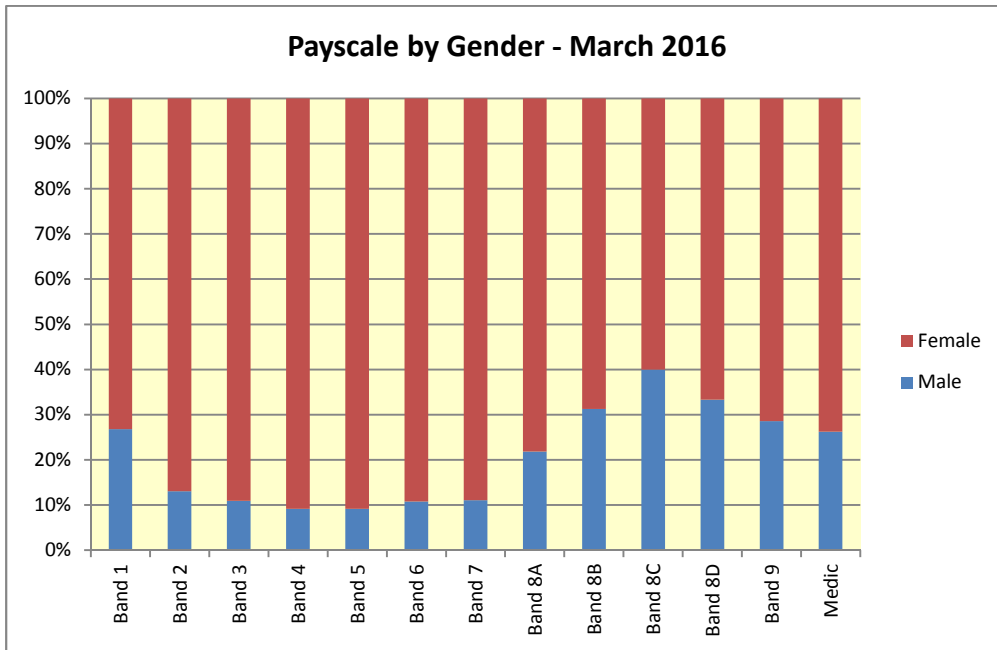
Transsexual

There remains no information available in this area; it is not presently recorded via ESR.

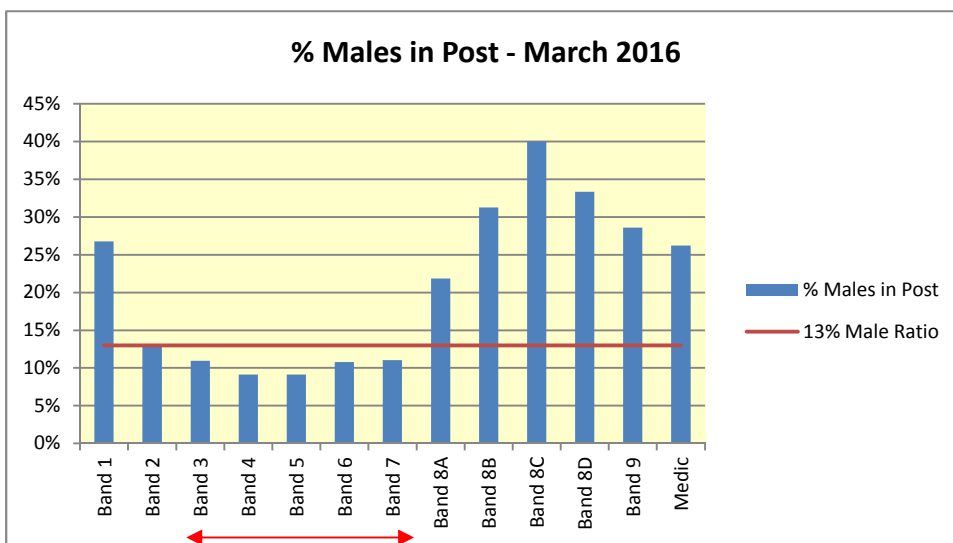
INFORMATION BY PAY BANDS

Payband by Gender

The chart shows paybands and the proportions of males to female.

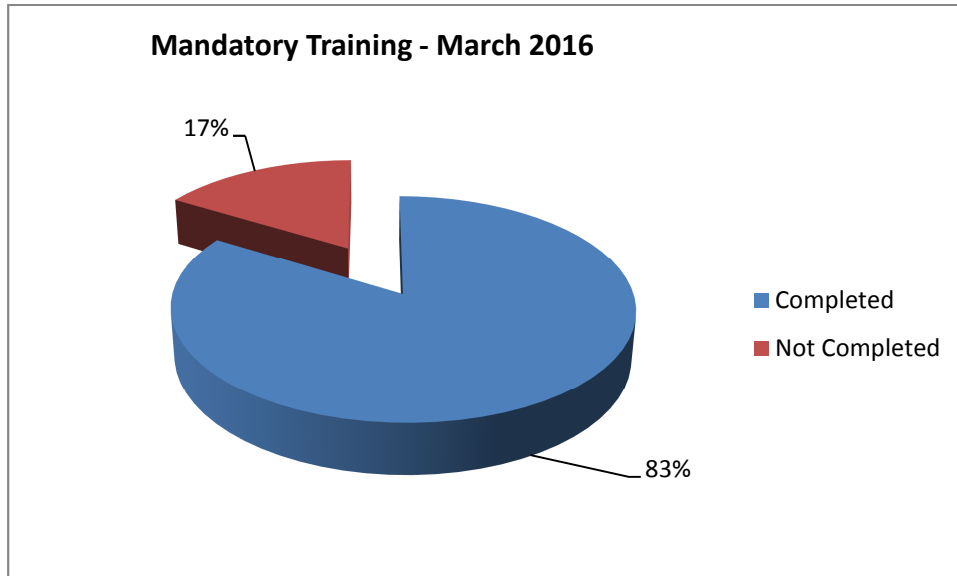


This chart shows that males are under-represented in bands 3 through 7, yet are over-represented in all other bands.



Mandatory Training

As at March 2016, 83% of Solent staff had completed their mandatory training.



Appraisals

As at March 2016, 92% of Solent staff had completed their Appraisal.

