Workforce Equality Profile - As at end of September 2020 - BHCC

	Ethnicity				Disability		LGBT		Sex Profile	
	Targets		1.60%	8.80%	9.10%		8.0%		13%	53.60%	46.40%
	BHCC	White - British	White - Irish	White - Other	BME	No disability	Disability	Heterosexual	LGBT	Male	Female
Grade	Lower (Scale 6 and below)	81.46%	1.38%	8.61%	8.56%	92.68%	7.32%	87.36%	12.64%	45.28%	54.72%
	Middle (SO1/2 to M9)	83.52%	2.92%	6.41%	7.15%	91.59%	8.41%	86.07%	13.93%	35.34%	64.61%
	Upper (M8 and above)	87.14%	2.07%	3.73%	7.05%	94.81%	5.19%	86.98%	13.02%	39.42%	60.58%
Contract	BHCC	White - British	White - Irish	White - Other	BME	No disability	Disability	Heterosexual	LGBT	Male	Female
	Permanent	83.31%	2.05%	7.07%	7.57%	92.31%	7.69%	87.26%	12.74%	40.92%	59.06%
	Temporary/Seconded/Fixed Term	77.30%	2.13%	9.93%	10.64%	92.77%	7.23%	83.42%	16.58%	47.99%	52.01%

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.

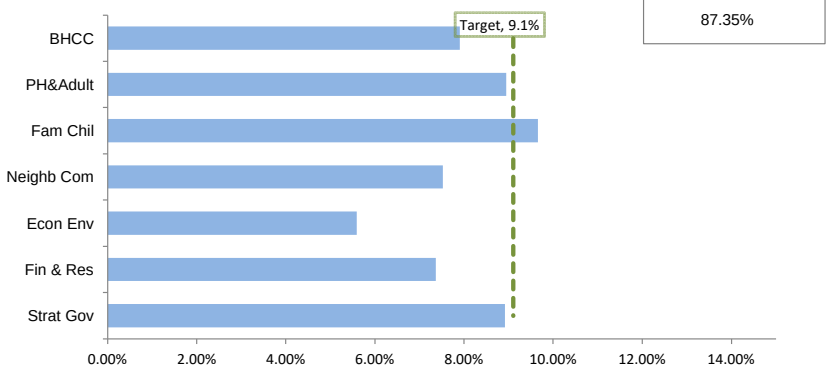
Traffic Light System (below): Grade and Contract are measured against the target.

above target	below target	within 10% below target

Workforce Equality Profile - As at end of September 2020 - BHCC

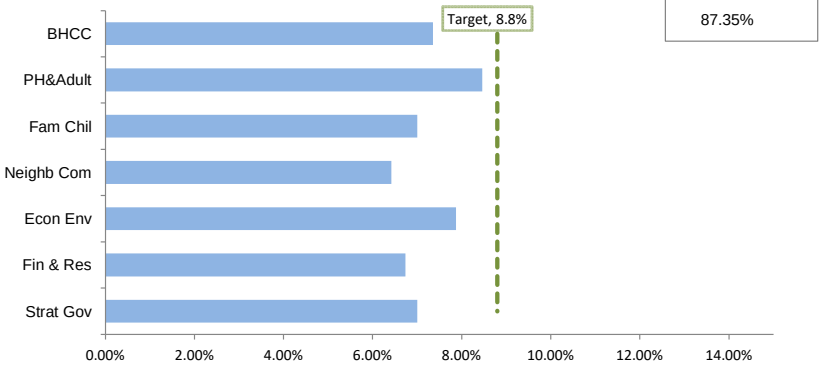
Ethnicity Profile

BME Profile



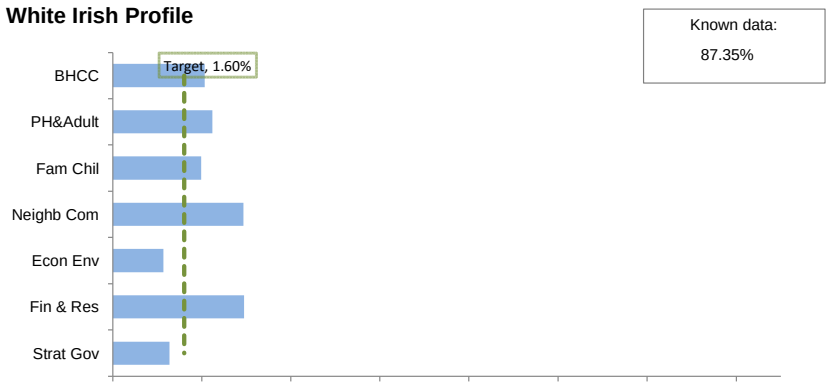
	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
BME	7.91%	8.95%	9.66%	7.52%	5.60%	7.37%	8.92%

White Other Profile



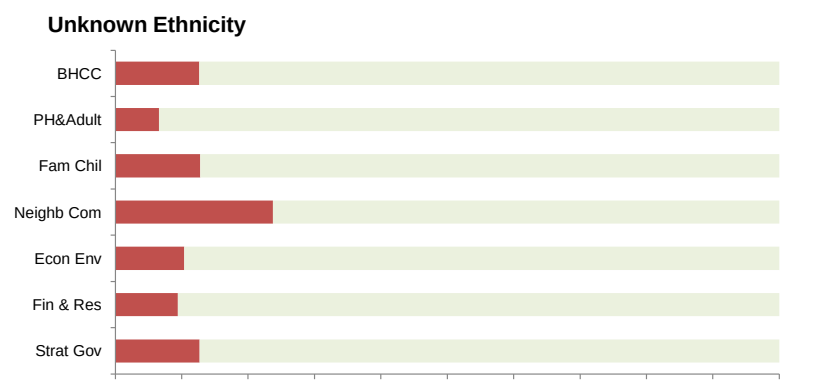
	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
White - Other	7.36%	8.47%	7.01%	6.42%	7.88%	6.74%	7.01%

White Irish Profile



	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
White - Irish	2.07%	2.24%	1.99%	2.94%	1.14%	2.95%	1.27%

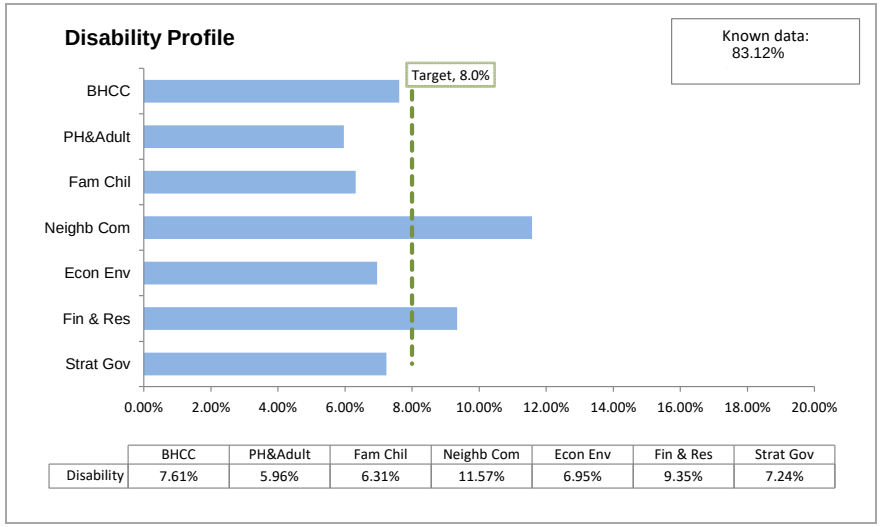
Unknown Ethnicity



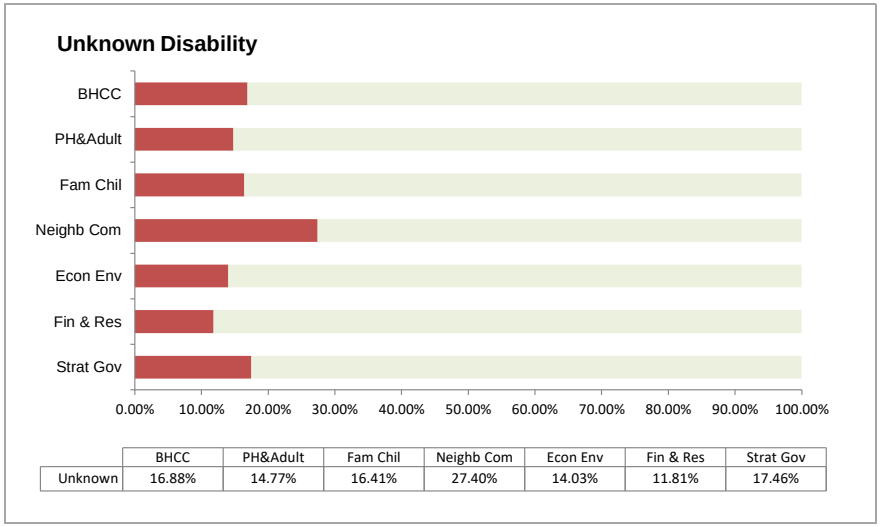
	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Unknown	12.65%	6.58%	12.77%	23.75%	10.39%	9.41%	12.70%

Workforce Equality Profile - As at end of September 2020 - BHCC

Disability Profile

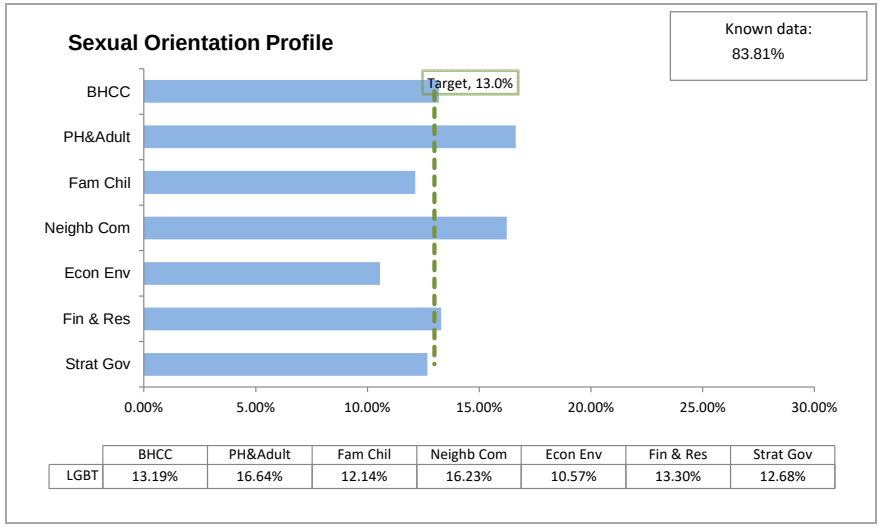


	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Disability	7.61%	5.96%	6.31%	11.57%	6.95%	9.35%	7.24%

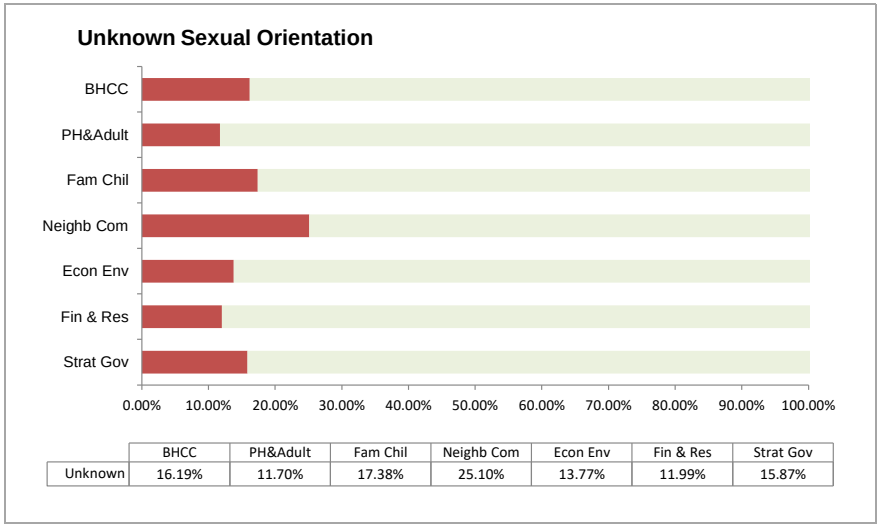


	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Unknown	16.88%	14.77%	16.41%	27.40%	14.03%	11.81%	17.46%

Sexual Orientation Profile



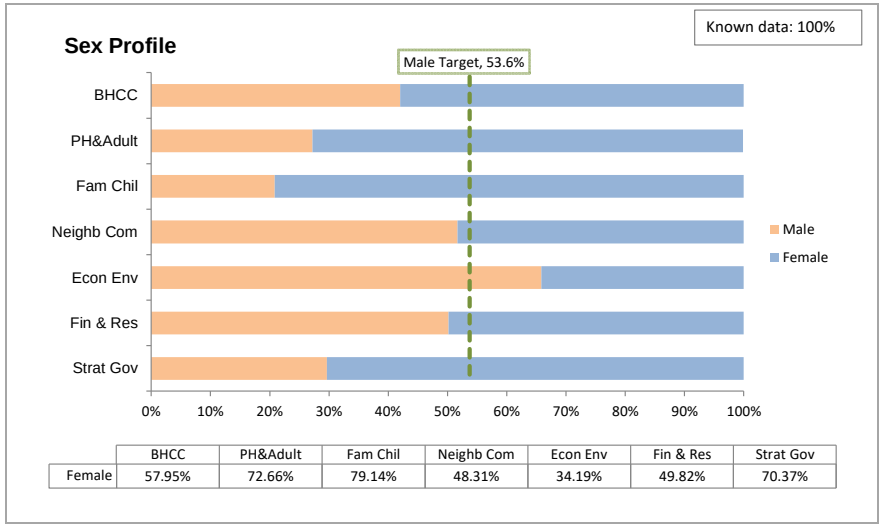
	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
LGBT	13.19%	16.64%	12.14%	16.23%	10.57%	13.30%	12.68%



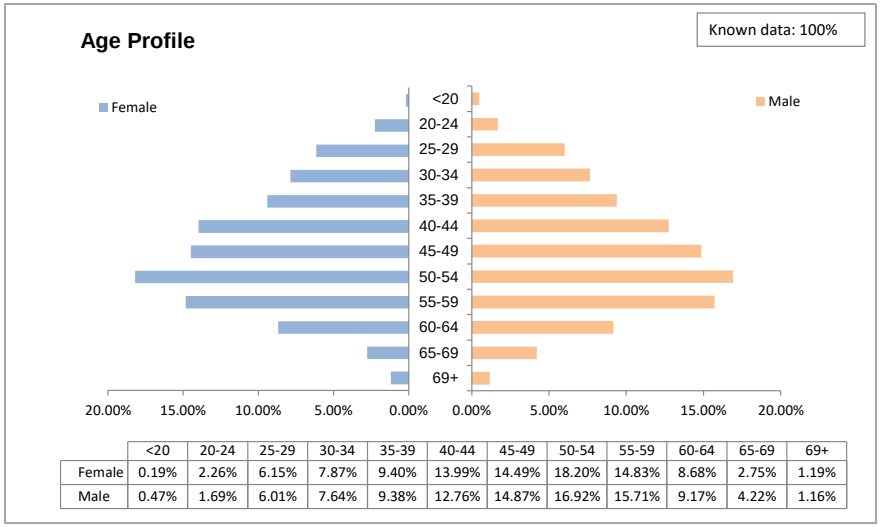
	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Unknown	16.19%	11.70%	17.38%	25.10%	13.77%	11.99%	15.87%

Workforce Equality Profile - As at end of September 2020 - BHCC

Sex Profile and Age Profile

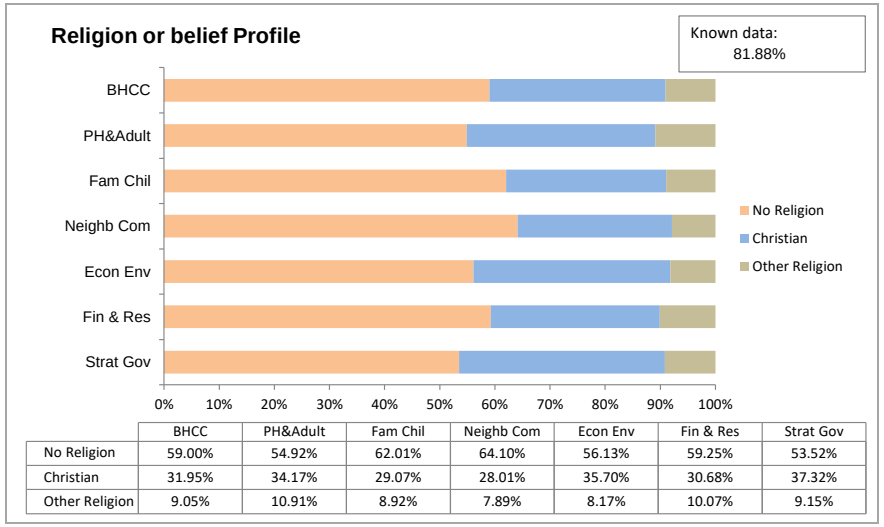


	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Female	57.95%	72.66%	79.14%	48.31%	34.19%	49.82%	70.37%

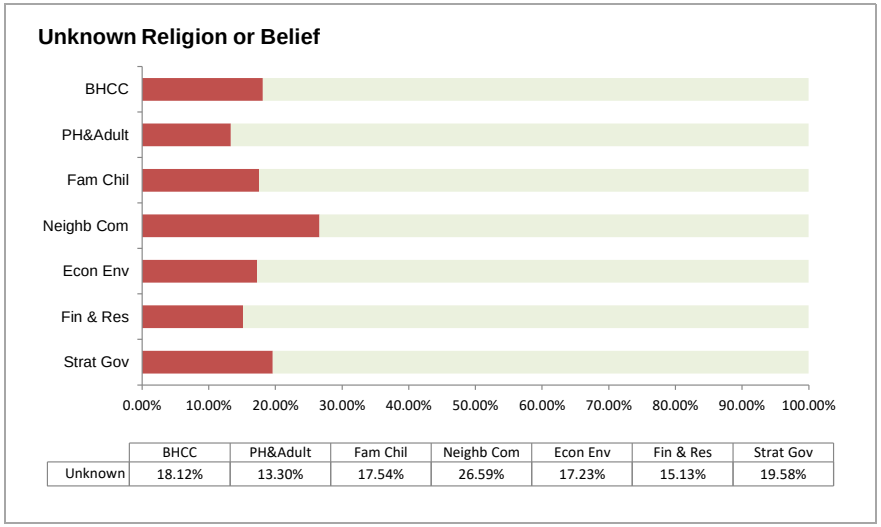


	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	69+
Female	0.19%	2.26%	6.15%	7.87%	9.40%	13.99%	14.49%	18.20%	14.83%	8.68%	2.75%	1.19%
Male	0.47%	1.69%	6.01%	7.64%	9.38%	12.76%	14.87%	16.92%	15.71%	9.17%	4.22%	1.16%

Religion or Belief Profile



	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
No Religion	59.00%	54.92%	62.01%	64.10%	56.13%	59.25%	53.52%
Christian	31.95%	34.17%	29.07%	28.01%	35.70%	30.68%	37.32%
Other Religion	9.05%	10.91%	8.92%	7.89%	8.17%	10.07%	9.15%



	BHCC	PH&Adult	Fam Chil	Neighb Com	Econ Env	Fin & Res	Strat Gov
Unknown	18.12%	13.30%	17.54%	26.59%	17.23%	15.13%	19.58%