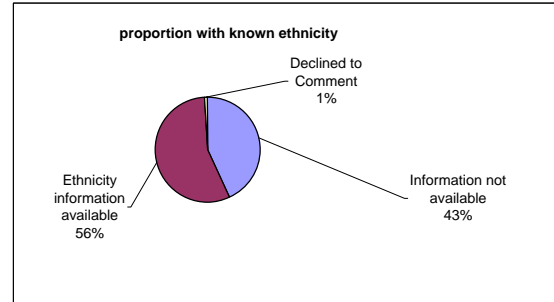
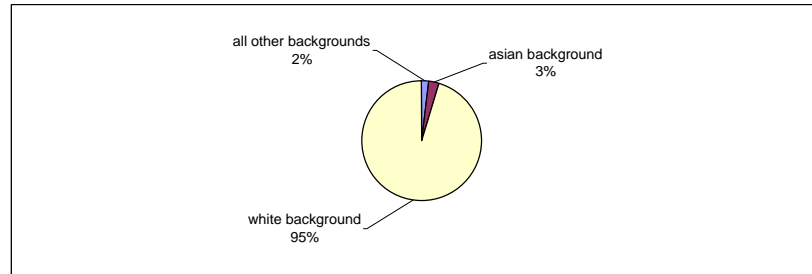


Summary of Returns As At 30th June 2009

SUMMARY OF RETURNS		
Information not available	17528	42.94%
Ethnicity information available	22941	56.20%
Declined to Comment	353	0.86%
GRAND TOTAL	40822	100.00%



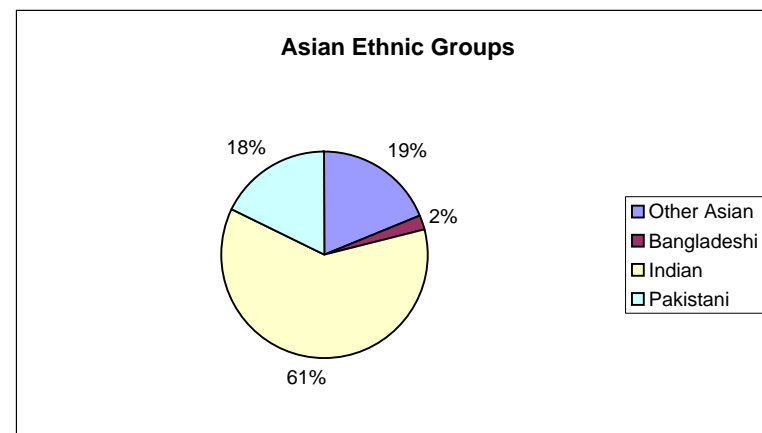
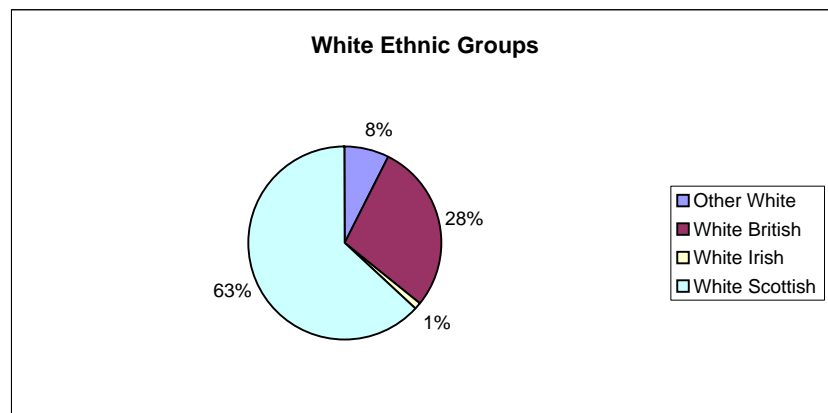
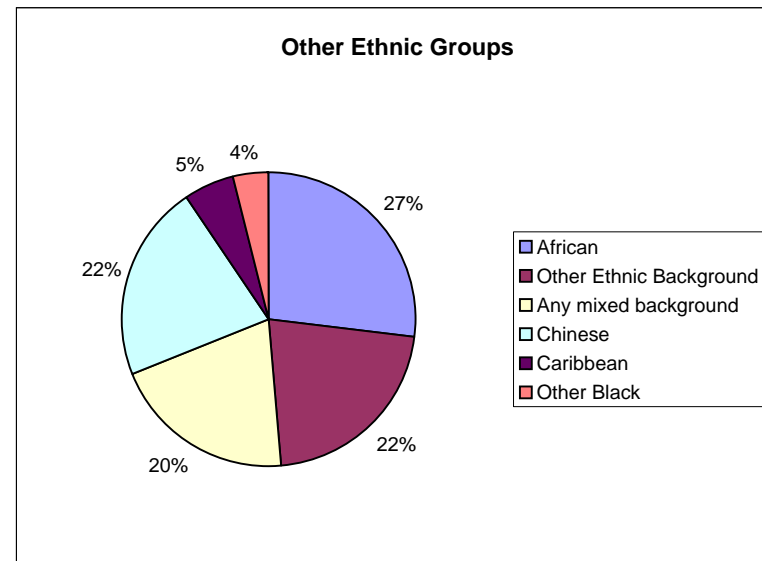
all other backgrounds	1.86%
asian background	2.90%
white background	95.24%



Ethnic group	Staff Count	Percentage of staff
African	115	0.50%
Chinese	93	0.41%
Caribbean	23	0.10%
Other Black ethnic backgrounds	17	0.07%
Other non black ethnic Backgrou	92	0.40%
All mixed background	86	0.37%
Bangladeshi	14	0.06%
Indian	407	1.77%
Pakistani	119	0.52%
Other Asian	126	0.55%
White British	6179	26.93%
White Irish	223	0.97%
Other White ethnicity	1664	7.25%
White Scottish	13783	60.08%
Total of known workforce	22941	100.00%

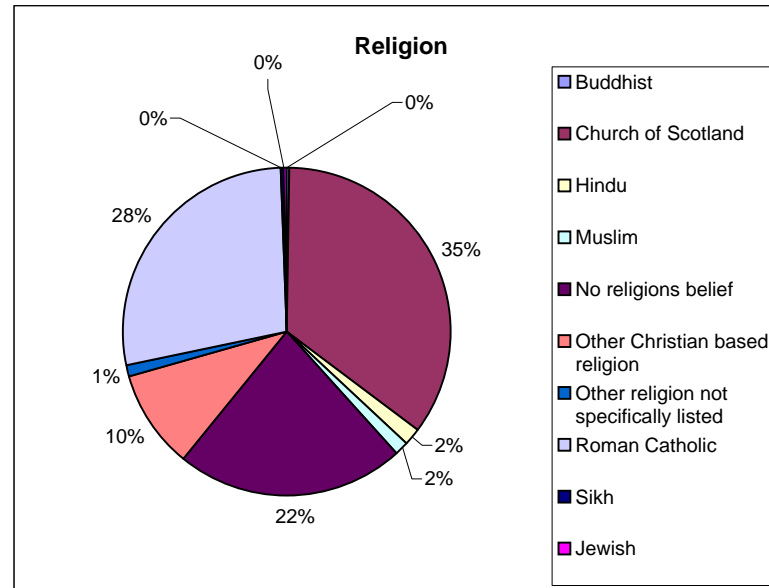
Ethnicity As At 30th June 2009

ETHNIC GROUP				
African	115	0.50%		
Other Ethnic Backg	92	0.40%		
Any mixed backgroi	86	0.37%		
Chinese	93	0.41%		
Caribbean	23	0.10%		
Other Black	17	0.07%	426	1.86
Other Asian	126	0.55%		
Bangladeshi	14	0.06%		
Indian	407	1.77%		
Pakistani	119	0.52%	666	2.90
Other White	1664	7.25%		
White British	6179	26.93%		
White Irish	223	0.97%		
White Scottish	13783	60.08%	21849	95.24
GRAND TOTAL	22941	100.00%		

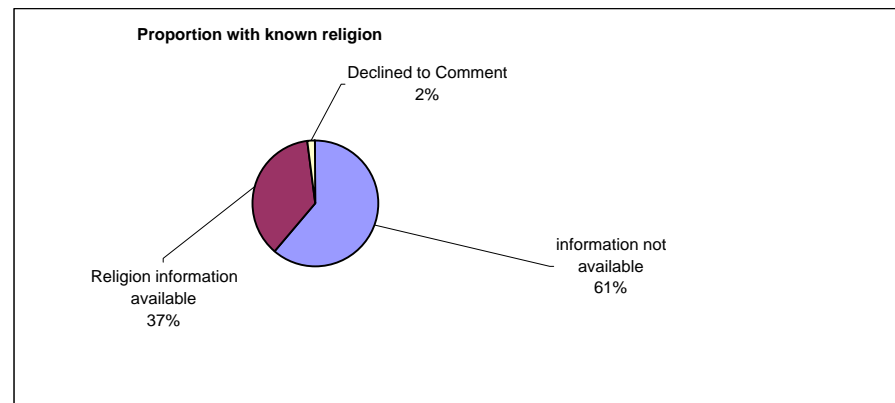


Religion As At 30th June 2009

Religious background or belief	Staff Count	Percentage of staff
Buddhist	61	0.40%
Church of Scotland	5233	34.74%
Hindu	262	1.74%
Muslim	235	1.56%
No religions belief	3387	22.48%
Other Christian based religio	1461	9.70%
Other religion not specifically	171	1.14%
Roman Catholic	4186	27.79%
Sikh	46	0.31%
Jewish	23	0.15%
Total of known workforce	15065	100.00%

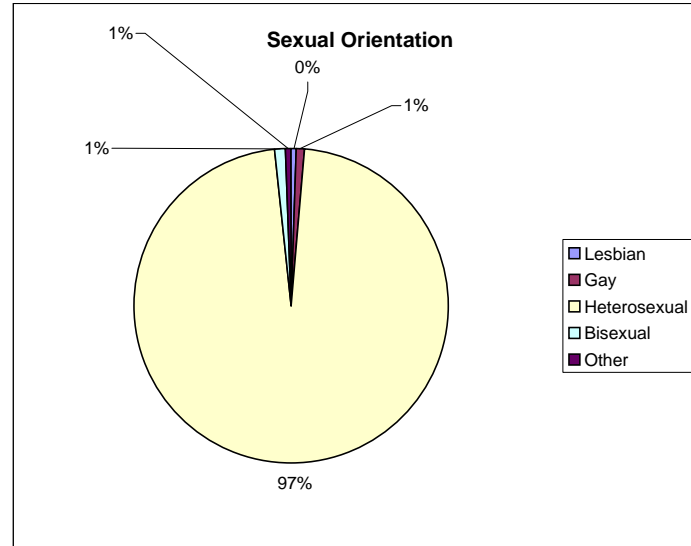


SUMMARY OF RETURNS		
information not available	24934	61.08%
Religion information available	15065	36.90%
Declined to Comment	823	2.02%
GRAND TOTAL	40822	100.00%

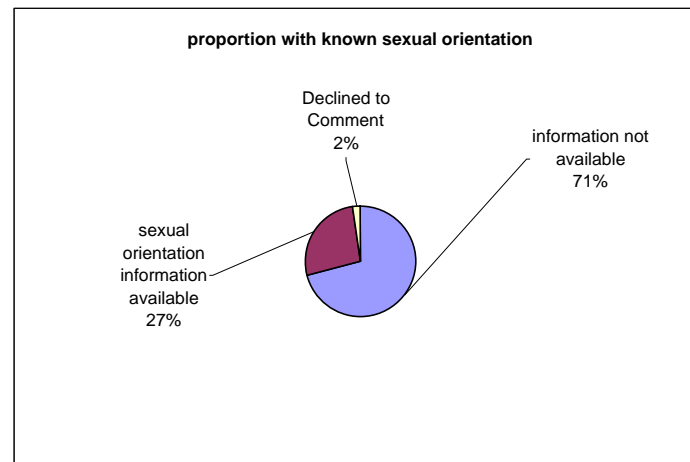


Sexual Orientation As At 30th June 2009

Sexual orientation	Staff Count	Percentage of staff
Lesbian	47	0.43%
Gay	109	0.99%
Heterosexual	10628	96.96%
Bisexual	104	0.95%
Other	73	0.67%
Total of known workforce	10961	100.00%

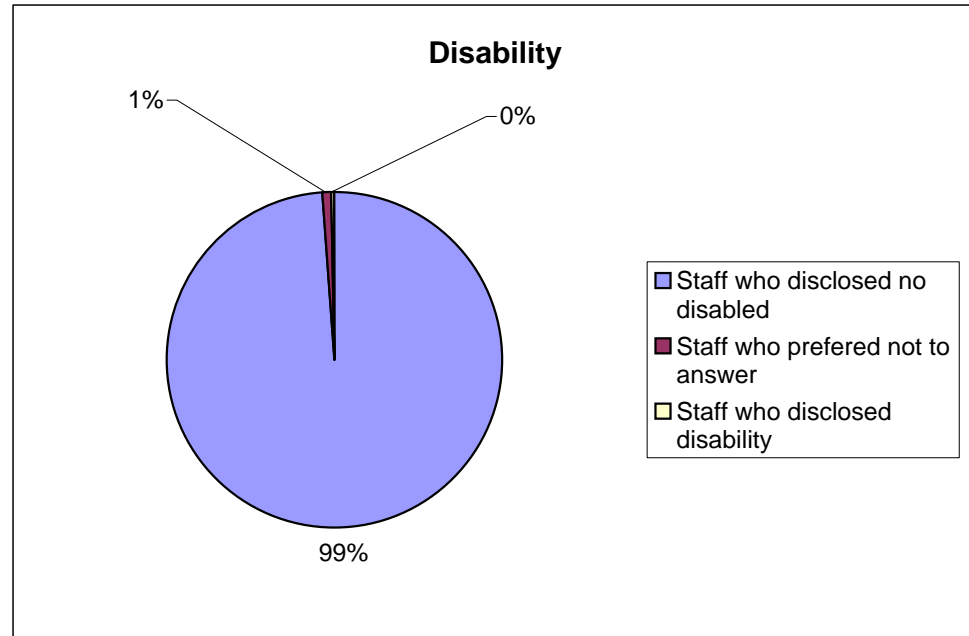


SUMMARY OF RETURNS		
information not available	28959	70.94%
sexual orientation information :	10961	26.85%
Declined to Comment	902	2.21%
GRAND TOTAL	40822	100.00%



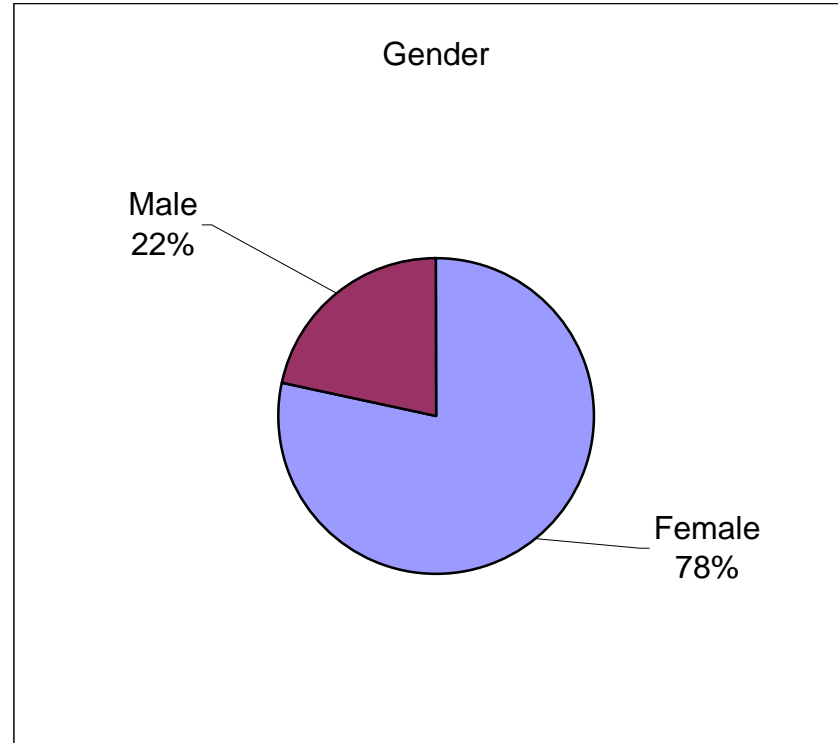
Disability As At 30th June 2009

Disability indicator	Staff Count	Percentage of staff
Staff who disclosed no disability	40399	98.96%
Staff who preferred not to answer	288	0.71%
Staff who disclosed disability	135	0.33%
total workforce	40822	100.00%



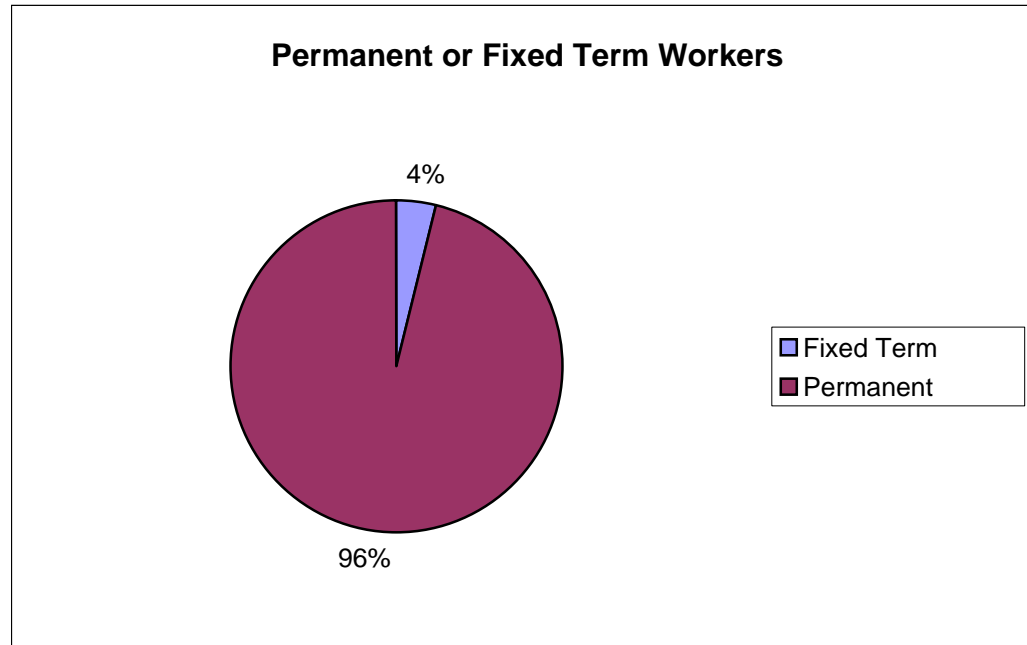
Gender As At 30th June 2009

Workforce gender	Staff Count	Percentage of staff
Female	32024	78.45%
Male	8798	21.55%
Total workforce	40822	100.00%



Contract Type As At 30th June 2009

CONTRACT TYPE		
Fixed Term	1592	3.90%
Permanent	39230	96.10%
GRAND TOTAL	40822	100.00%



Age As At 30th June 2009

Workforce gender	Staff Count	Age of staff
0 to 15	1	0.00%
16 to 19	193	0.47%
20 to 24	1996	4.89%
25 to 29	4352	10.66%
30 to 34	4297	10.53%
35 to 39	5109	12.52%
40 to 44	6446	15.79%
45 to 49	7048	17.27%
50 to 54	5524	13.53%
55 to 59	3755	9.20%
60 to 64	1735	4.25%
65 +	366	0.90%
Total workforce	40822	100.00%

