

Permanent staff

We have 106 permanent staff members as of December 2021.

Ethnicity	All staff July 20	All staff Jan 21	All staff Nov 21
Asian/Asian British - Indian	3%	0%	3%
Asian/Asian British - Other Asian	1%	0%	1%
Total Asian	4%	0%	4%
Black/Black British	2%	3%	2%
Black/Black British - African	2%	1%	3%
Black/Black British - Caribbean	2%	1%	2%
Black/Black British - Afro Caribbean	1%	1%	1%
Black - Other			1%
Black/Black French – African			1%
Total Black	7%	6%	10%
Armenian			1%
Bulgarian - British	1%	0%	0%
Cypriot Turkish	1%	1%	0%
Kurdish – Middle Eastern			1%
Latin X	1%	0%	0%
Total Other	3%	1%	2%
Mixed - British	1%	1%	1%
Mixed - Other mixed	2%	1%	1%
Mixed – White & Asian			1%
Mixed - White & Black Caribbean	3%	3%	3%
Total mixed	6%	5%	6%
Unknown - British	2%	0%	4%
Total Unknown	2%	0%	4%
White - British	66%	72%	62%
White - Irish	2%	3%	2%
White - Italian	2%	1%	0%
White - Welsh	0%	1%	1%
White - Other	10%	9%	10%
Total White	80%	86%	75%

Casual staff

We have 322 casual staff members.

Ethnicity	Casual staff Nov 21
Asian/Asian British - Bangladeshi	1%
Asian/Asian British - Chinese	1%
Asian/Asian British - Indian	1%
Asian/Asian British - Other Asian	2%
Asian/Asian British - Pakistani	1%
Total Asian	6%
Black/Black British	4%
Black/Black British - African	8%
Black/Black British - Caribbean	4%
Black/Black British - Jamaican	0.5%
Black/Black British - Afro Caribbean	1%
Black - Other black background	0.5%
Total Black	18%
Latin American	0.5%
Total other	0.5%
Mixed - British	2%
Mixed - other mixed	3%
Mixed - White & Asian	2%
Mixed - White & Black African	1%
Mixed - White & Black Caribbean	2%
Total mixed	10%
White - British	48%
White - Irish	3%
White - Italy	1%
White - Polish	1%
White - other	9%
White - Swedish	1%
White - Welsh	0.5%
Total white	60.5%
Not disclosed	4%
Total not disclosed	4%

SMT data

There are 18 staff members in our Senior Management Team (SMT).

Ethnicity	SMT July 20	SMT Jan 21	SMT Nov 21
Asian/Asian British - Indian	5%	0%	6%
Asian/Asian British - Other Asian			6%
Total Asian	5%	0%	12%
Black/Black British	5%	8%	6%
Black/Black British - Caribbean	10%	8%	6%
Black/Black British - Afro Caribbean	5%	8%	6%
Total Black	20%	24%	18%
Latin X	5%	0%	
Total Other	5%	0%	
White - British	71%	77%	72%
Total White	71%	77%	72%

Board data

We have 15 people on our board.

Ethnicity	Board July 20	Board Jan 21	Board Nov 21
Asian/Asian British - Indian			7%
Total Asian	6%	6%	7%
Black/Black British - Caribbean			13%
Black - Other			7%
Total Black	17%	19%	20%
Mixed - Other mixed			7%
Total mixed	6%	6%	7%
Unknown - British			7%
Total Unknown	0%	0%	7%
White - British			47%
White - Other			13%
Total White	72%	69%	60%

Notes on these figures:

There are more ethnicity options available for staff and trustees, but these are the only ones where we have representation across the workforce, and some totals may be over 100% due to rounding.