

## Diversity Information\*

\* This information has been extracted from Dataview, which draws data from Adelphi, pay roll and Kallidus. It only represents paid civil servants and excludes unpaid staff who may be on career break, long term sick or maternity leave. This information is accurate as of end September 2010.

### Black and Minority Ethnic

A summary of Black and Minority Ethnic (BME) data per APC is provided in the following tables:

BME	IPS	Belfast	Durham	Liverpool	Newport	Peterborough
Ethnic Minority	13%	4%	3%	6%	4%	27%
White	87%	96%	97%	94%	96%	73%
Surveyed: Positive Response	86%	91%	92%	78%	83%	89%
Surveyed: Prefer not to say	1%	1%	0%	3%	1%	1%
Declaration Rate	87%	92%	92%	81%	85%	90%
Not Surveyed	13%	8%	8%	19%	15%	10%

### Gender

A summary of gender data per IPS office is provided in the following table:

Gender	Female	Male	Total
IPS	63%	37%	100%
Belfast	60%	40%	100%
Durham	68%	32%	100%
Liverpool	67%	33%	100%
Newport	74%	26%	100%
Peterborough	71%	29%	100%

### Disability

A summary of disability data per IPS office is provided in the following table:

Disability	IPS	Belfast	Durham	Liverpool	Newport	Peterborough
Disabled	11%	8%	14%	12%	13%	12%
Non-Disabled	89%	92%	86%	88%	87%	88%
Surveyed: Positive Response	83%	89%	88%	76%	82%	85%
Surveyed: Prefer not to say	4%	3%	4%	6%	3%	5%
Declaration Rate	87%	92%	92%	81%	85%	90%
Not Surveyed	13%	8%	8%	19%	15%	10%

### Sexual Orientation

A summary of sexual orientation data per IPS office is provided in the following table:

Sexual Orientation	IPS	Belfast	Durham	Liverpool	Newport	Peterborough
LGB	2%	2%	1%	0%	1%	2%
Heterosexual / Straight	98%	98%	99%	100%	99%	98%
Surveyed: Positive Response	76%	85%	83%	69%	75%	77%
Surveyed: Prefer not to say	10%	7%	9%	12%	9%	13%
Declaration Rate	87%	92%	92%	80%	85%	90%
Not Surveyed	13%	8%	8%	20%	15%	10%

### Working Patterns

A summary of working patterns data per IPS office is provided in the following table:

Working Patterns	IPS	Belfast	Durham	Liverpool	Newport	Peterborough
Part Time	28%	17%	36%	29%	30%	36%
Full Time	72%	83%	64%	71%	70%	64%

### Grade

A summary of grade data per APC is provided in the following table:

Grade	AA	AO	EO	HEO	SEO	G7	G6	SCS
IPS	19%	36%	25%	9%	6%	3%	1%	1%
Belfast	27%	45%	17%	7%	3%	1%	1%	0%
Durham	27%	56%	13%	3%	1%	0%	0%	0%
Liverpool	23%	52%	18%	4%	2%	1%	1%	0%
Newport	23%	54%	16%	6%	1%	0%	0%	0%
Peterborough	27%	53%	15%	4%	1%	0%	0%	0%

## Age

A summary of age data per APC is provided in the following table:

Age Bands	IPS	Belfast	Durham	Liverpool	Newport	Peterborough
16-19	0%	0%	1%	0%	0%	0%
20-24	4%	7%	5%	6%	2%	4%
25-29	10%	10%	10%	10%	8%	12%
30-34	12%	17%	14%	16%	9%	10%
35-39	14%	20%	12%	12%	14%	12%
40-44	15%	18%	12%	13%	16%	16%
45-49	16%	9%	15%	17%	17%	12%
50-54	13%	7%	12%	13%	14%	14%
55-59	11%	8%	13%	9%	10%	12%
60-64	6%	2%	5%	4%	9%	8%
65+	1%	1%	1%	1%	1%	1%

The chart below models the age profile data per APC:

