

ESIA Baseline Information

Age

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Under 25	95	2.76%	Free text	Free text		
25 - 34	588	17.07%				
35 - 44	849	24.65%				
45 - 54	893	25.93%				
55 - 64	876	25.44%				
65+	143	4.15%				

Marital Status

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Civil Partnership	19	0.55%	Free Text	Free Text		
Divorced	54	1.57%				
Married	386	11.21%				
Not Supplied	2,704	78.51%				
Separated	13	0.38%				
Single	265	7.69%				
Widowed*	n/a	n/a				

Ethnicity

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Asian or Asian British - Any other Asian background	21	0.61%	Free Text	Free Text		
<i>Asian or Asian British - Bangladeshi*</i>	n/a	n/a				
Asian or Asian British - Indian	54	1.57%				
Asian or Asian British - Pakistani	14	0.41%				
Black or Black British - African	60	1.74%				
<i>Black or Black British - Any other black background*</i>	n/a	n/a				
Black or Black British - Caribbean	18	0.52%				
<i>Chinese or other ethnic group - Any other ethnic group*</i>	n/a	n/a				
<i>Chinese or other ethnic group - Chinese*</i>	n/a	n/a				
<i>Irish, Gypsy or Romany Traveller*</i>	n/a	n/a				
Mixed - Any other mixed background	27	0.78%				
Mixed - White and Asian	12	0.35%				
<i>Mixed - White and Black African*</i>	n/a	n/a				
Mixed - White and Black Caribbean	16	0.46%				
Not Supplied	738	21.43%				
Prefer not to say	74	2.15%				
White - Any other white background	138	4.01%				
White - British	2,212	64.23%				
White - Irish	27	0.78%				

Pregnancy & Maternity

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
No. of employees	34	1.00%	Free Text	Free Text		

Disability

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Disabled	184	5.34%	Free text	Free text		
Non-disabled	2,228	64.69%				
Not Supplied	860	24.97%				
Prefer not to say	172	4.99%				

Sexual Orientation

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Bisexual	43	1.25%	Free Text	Free Text		
Gay/Lesbian	61	1.77%				
Heterosexual	2,203	63.98%				
Not Supplied	775	22.51%				
Other	29	0.84%				
Prefer not to say	332	9.64%				

Religion

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Any other religion or belief	34	0.99%	Free Text	Free Text		
<i>Buddhist*</i>	n/a	n/a				
Christian	876	25.44%				
Hindu	36	1.05%				
<i>Jewish*</i>	n/a	n/a				
Muslim	46	1.34%				
No religion	1,357	39.40%				
Not Supplied	781	22.68%				
<i>Pagan*</i>	n/a	n/a				
Prefer not to say	241	7.00%				
Sikh	26	0.75%				
Spiritual	29	0.84%				

Sex

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
Female	2,036	59.13%	Free Text	Free Text		
Male	1,407	40.87%				

Gender Reassignment

Category	Baseline		Details of impact (To be completed when FBC is finalised)	Possible Solutions & Mitigating Actions	Quarterly Milestone Data	
No. of employees	0	0.00%	Free Text	Free Text		

Footnote

* Categories with a '*' next to the indicator are not included because there are less than 10 x employees within this category